ARKANSAS TECH UNIVERSITY™

2026 ANNUAL SECURITY & FIRE SAFETY REPORT

Information for 2026-2027 Academic Year
Contains crime and fire statistics for calendar years: 2025, 2024, 2023

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INTRODUCTION

In 1990, Congress enacted the Crime Awareness and Campus Security Act of 1990 (Title II of Public Law 101-542), which amended the Higher Education Act of 1965 (HEA). This act required all postsecondary institutions participating in HEA's Title IV student financial assistance programs to disclose campus crime statistics and security information. The act was amended in 1992, 1998, 2000, and 2008. The 1998 amendments renamed the law the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act, and in 2025 it was renamed the Jeanne Clery Campus Safety Act. It is generally referred to as the Clery Act and is in section 485(f) of the HEA.

On March 7, 2013, the Violence Against Women Reauthorization Act of 2013 (VAWA) (Public Law 113-14) was signed into law. VAWA includes amendments to the Clery Act. These changes require institutions to disclose statistics, policies, and programs related to dating violence, domestic violence, sexual assault, and stalking, among other changes.

This report is provided in compliance with the Jeanne Clery Campus Safety Act, as amended. It provides students and employees of Arkansas Tech University ("University") with the following information: the University's security arrangements, policies, and procedures; programs that provide education on such topics as drug and alcohol abuse, awareness of various types of sex offenses, and the general prevention of crime; and procedures the University will take to notify the campus community in the event of an emergency. Its purpose is to provide students and employees with information that will help them make informed decisions relating to their own safety and the safety of others.

POLICY FOR PREPARING THE ANNUAL REPORT

The 2026 Combined Annual Security Report and Fire Safety Report is prepared by the Department of Public Safety in collaboration with the Title IX Office, Student Conduct, Residence Life, and Office of the Vice President for Student Affairs. The report is compiled by the Clery Compliance Officer and submitted to the Arkansas Tech University Clery Committee for review. The annual disclosure of crime statistics includes statistical data from law enforcement authorities, Campus Security Authorities, and non-police campus officials. For statistical purposes, crimes reported to any of these sources are recorded in the calendar year the crime was reported. Criminal activities, if any, at student organizations' (those officially recognized by the University) off-campus events are monitored and reported from information collected from local police agencies. A written request for statistical information is made to all Campus Security Authorities.

This information, along with the complete 2026 Annual Security and Fire Safety Report, can be found as a digital version at https://www.atu.edu/psafe/cleryreport.php. The Department of Public Safety submits the annual crime statistics published in this brochure to the Department of Education (ED). The statistical information gathered by the Department of Education is available to the public through the ED website.

The 2026 Annual Security and Fire Safety Report is distributed, via email message, to all enrolled students and employees. Prospective students are also notified of the report's availability.

Hard copies of the report may be obtained at no cost by contacting the Department of Public Safety. To request a copy of the report, you can go to the Department of Public Safety located at 716 North El Paso Avenue, Russellville, AR 72801, call (479) 968-0222, or email dps@atu.edu.

GENERAL SAFETY AND SECURITY POLICIES

The University is committed to taking the actions necessary to provide a safe and secure working/learning environment for all students and employees. As a member of the campus community, you can feel safe and comfortable knowing that security procedures are in place that represent best practices in the field and are routinely tested and re-evaluated for their effectiveness.

Campus Public Safety Personnel & Relationship with Local Law Enforcement

The University Department of Public Safety is responsible for campus safety at the University. The Department of Public Safety does not employ security officers, only certified law enforcement officers.

Law Enforcement Authority

Department of Public Safety officers are law enforcement officers of the State of Arkansas and are professionally trained and certified by the Arkansas Commission on Law Enforcement Standards and Training (CLEST). The Department of Public Safety law enforcement authority comes from Arkansas State Statute 25-17-304, which confers upon the President of a state institution of higher education the right to create a university agency with the same powers and authority as any municipal, county, or state police agency in Arkansas. Specifically, Public Safety officers have the authority to enforce University policies, in addition to State, Local, and Federal Laws. Public Safety officers have complete police authority to apprehend and arrest anyone involved in illegal acts on campus and areas immediately adjacent to the campus. If any minor offenses involving a violation of Arkansas Tech University rules and regulations are committed by a university student, Public Safety officers may also refer the individual to the Department of Student Conduct. Student conduct information for Arkansas Tech University can be found at http://www.atu.edu/studentconduct.

Law Enforcement Jurisdiction

All service drives, alleyways, parking lots, and any real or personal property owned or controlled by Arkansas Tech University, and which is physically located within the Russellville city limits or elsewhere, shall fall under the jurisdiction of the Department of Public Safety. The Arkansas Tech Department of Public Safety maintains a strong working relationship with federal, state and local police agencies as Public Safety officers work closely with these agencies including the Russellville Police Department, Pope County Sheriff's Office, Arkansas State Police, and Fifth Judicial Task Force.

The Department of Public Safety also maintains Mutual Aid Agreements, under the laws of Arkansas, with the Pope County Office of Emergency Management, Russellville Police Department, Pope County Sherriff's Office, and surrounding agencies. These agreements allow each department to provide assistance, when necessary, for the purpose of investigating alleged criminal incidents.

Reporting Crimes or Other Emergencies

All members of the ATU community and all visitors are encouraged to accurately and promptly report potential criminal actions, suspicious behavior, any emergencies, or other incidents occurring on campus, on other property owned by the University, or on nearby public property. Members of the ATU community and all visitors are asked to call 9-1-1 for emergencies and for non-emergencies to contact the Department of Public Safety by calling (479) 968-0222.

Crimes should be accurately and promptly reported to the Department of Public Safety or the appropriate police agency, even when the victim of a crime elects not to make a report or is unable to do so.

Response to a Report

Dispatchers are available at these respective telephone numbers 24 hours a day to answer your calls. In response to a call, the Department of Public Safety will take the required action, either by dispatching an officer or asking the victim to report to the Department of Public Safety to file an incident report. All reported

crimes will be investigated by the University and may become a matter of public record. All Department of Public Safety incident reports are forwarded to the Dean of Students Office for review and referral to the Department of Student Conduct for potential action, as appropriate. Department of Public Safety Investigators will investigate a report when it is deemed appropriate. Additional information obtained via the investigation will also be forwarded to the Department of Student Conduct. If assistance is required from the Russellville Police Department or the Russellville Fire Department, the Department of Public Safety will contact the appropriate unit. If a sexual assault or rape should occur, staff on the scene, including Public Safety, will offer the victim a wide variety of services.

Campus Security Authorities

The University has designated certain officials to serve as Campus Security Authorities. Reports of criminal activity can be made to these officials. They, in turn, will ensure that the crimes are reported for collection as part of the University's annual report of crime statistics. The Campus Security Authorities to whom the University would prefer crimes be reported are listed below.

- Department of Public Safety at (479) 968-0222
- Title IX Office at (479) 968-0407
- Crimes can also be reported online at https://www.atu.edu/psafe/crime-report-form.php.

All crimes should be reported to the Department of Public Safety to aid in providing timely warnings or emergency notifications to the community when appropriate and for inclusion in the annual crime statistics disclosure. Call 911 in an emergency if you are the victim of or witness to a crime and need police, fire, or medical assistance. Non-emergency incident reports can be made in person at the Department of Public Safety, located at 716 North El Paso Avenue, Russellville, AR, 72801 or call (479) 968-0222 to speak with an officer.

Students, staff, and visitors could also report situations to one of the offices with Campus Security Authorities identified above. Once reported, the individual may also be encouraged to report the situation to the appropriate police agency. If requested, a university staff member will assist in making the report to police.

Reporting to Meet Disclosure Requirements

Members of the community are helpful when they immediately report crimes or emergencies to the Department of Public Safety and/or to the following list of primary campus security authorities for purposes of including them in the annual statistical disclosure and assessing them for issuing a Timely Warning Notices, when deemed necessary.

- Dean of Students (479) 968-0407
- Director of Human Resources (479) 968-0396
- Department of Student Conduct (479) 968-0239
- Title IX Office (479) 964-0583 ext. 4717
- Director of Residence Life (479) 968-0376

Anonymous reports can also be submitted through by using the online report form located at https://www.atu.edu/psafe/crime-report-form.php. Confidential and anonymous reports are counted and disclosed in the annual crime statistic survey for the University. It is the policy of Arkansas Tech University to encourage the reporting of crimes even if the victim does not wish to file a complaint.

Arkansas Tech University students requiring non-emergency medical care and counseling services may contact the Arkansas Tech University Health and Wellness Center at (479) 968-0329.

Voluntary Confidential Reporting

The University will protect the confidentiality of victims. Only those with a need to know the identity for purposes of investigating the crime, assisting the victim, or disciplining the perpetrator will know the victim's identity.

Pursuant to the University's Equal Opportunity, Harassment (Sexual Misconduct), and Nondiscrimination Policy and Procedures, when a Responsible Employee becomes aware of alleged misconduct under that policy (including, but not limited to, dating violence, domestic violence, sexual assault, and stalking), the Responsible Employee is responsible for reporting that information, including the status of the parties if known, to the Title IX Coordinator. A victim of other types of crimes (e.g., aggravated assault, burglary, etc.) who does not want to pursue action within the University disciplinary system or the criminal justice system is nevertheless encouraged to make a confidential report to a Campus Security Authority. Upon the victim's request, a report of the details of the incident can be filed with the University without revealing the victim's identity. Such a confidential report complies with the victim's wishes, but still helps the University take appropriate steps to ensure the future safety of the victim and others. With such information, the University can keep an accurate record of the number of incidents involving members of the campus community, determine where a pattern of crime may be developing and alert the community as to any potential danger. These confidential reports are counted and disclosed in the annual crime statistics for the University.

Pastoral and Professional Counselors

Campus "Pastoral Counselors" and "Professional Counselors," when acting as such, are not considered to be a campus security authority for Clery Act purposes and are not required to report crimes for inclusion in the annual disclosure of crime statistics.

Pastoral Counselor

An employee of an institution, who is associated with a religious order or denomination, recognized by that religious order or denomination as someone who provides confidential counseling and who is functioning within the scope of that recognition as a pastoral counselor.

Professional Counselor

An employee of an institution whose official responsibilities include providing psychological counseling to members of the institution's community, and who is functioning within the scope of his or her license or certification.

The University encourages its professional counselors, if and when they deem it appropriate, to inform the person they are counseling to report crimes on a voluntary, confidential basis for inclusion in the annual report of crime statistics. This exemption does not relieve counselors of the duty to exercise reasonable care to protect a foreseeable victim from danger posed by the person being counseled. The University does not have pastoral counselors.

Security of and Access to Campus Facilities

The University is made up of a variety of facilities, primarily student residences and academic/administrative buildings. Academic/administrative buildings are open during normal business hours (8:00 AM to 5:00 PM) to faculty, staff, students, and University guests. Authorized faculty and staff are issued keys to their workplaces. After-hours access to locked academic and administrative buildings is restricted to authorized persons holding keys or electronic access cards for the facilities. After-hours access is limited to those who have authorization through their status as students, faculty, staff, or visitors in connection with classes, special events, or invitation. This access is granted through the Arkansas Tech University Card Office, Office of Events, and/or the Department of Public Safety. All University buildings can be secured by a key and the majority of buildings have an electronic card reader. Public Safety officers conduct routine patrols of campus buildings to evaluate and monitor security related matters. Access to facilities is granted by issuing of keys to

University personnel by Facilities Management and electronic access is granted by the Department of Public Safety.

Residence halls are for the use and enjoyment of the residents of the building and their guests. Students residing in residence halls are given keys and/or an electronic access card to their residence halls. All residence halls, except University Commons and Stadium Suites, which have a keyed entrance, have an electronic card reader on the exterior entrances. Exterior doors remain locked 24 hours a day. Interior hallway doors are to be locked at all times. Access to the individual rooms is limited to the residents, guests, and authorized University employees who must follow procedures established to protect the safety of the residents. Public Safety officers and Residence Life staff monitor security in the residential facilities and encourage building residents to report suspicious or unusual activity.

Security Considerations in the Maintenance of Facilities

The Department of Public Safety works closely with Facilities Management to ensure prompt repair of maintenance issues that pose a safety or security concern to the community. Security and fire safety considerations go into the planning and design of all campus buildings. The Department of Public Safety works closely with Facilities Management, the Office of Information Systems, the University Construction Manager, and hired architecture firms to provide input into the design of new and renovated campus facilities as it relates to physical and electronic security systems. Parking lots, sidewalks, and all major walkways are lit at night. Monthly inspections of lighting and landscaping are made by Public Safety officers and Facilities Management staff. Anyone can report an outage by calling Facilities Management at (479) 968-0261.

Educational Programs Related to Security Awareness and Prevention of Criminal Activity

The University seeks to enhance the security of its campus and the members of the campus community by periodically presenting educational programs to inform students and employees about campus security procedures and practices, to encourage students and employees to be responsible for their own security and the security of others, and to inform them about the prevention of crimes. Participants in these programs are asked to be alert, security-conscious and involved, and advised to call the Department of Public Safety to report suspicious behavior. For additional questions regarding crime prevention, contact the department directly at (479) 968-0222.

As part of the department's community-oriented policing philosophy, the Department of Public Safety offers crime prevention presentations each semester to classrooms, campus clubs, and student groups as requested. Topics of these presentations include personal safety awareness, self-defense training, and property protection strategies. Anyone interested in having a Public Safety Officer speak to his or her classroom or group should contact them at (479) 968-0222.

The safety awareness and crime prevention programs are based upon the dual concepts of eliminating or minimizing criminal opportunities whenever possible and encouraging students and employees to be responsible for their own security and the security of others. The Department of Public Safety, in cooperation with other University organizations and departments, is responsible for presenting security awareness and crime prevention programs to the campus community annually and more often depending on the program type.

During the 2025 calendar year, the Department of Public Safety offered approximately eight crime prevention programs. Topics such as personal safety, residence hall security, drug and alcohol abuse awareness, and sexual assault prevention are some examples of programs offered during the prior calendar year.

The Department of Public Safety conducts the following security awareness programs for students, faculty, and staff, and they were conducted on these dates in 2025:

PROGRAM NAME	PURPOSE	DATE OR TIME OF YEAR	TARGET AUDIENCE
Residence Life Training	Trained on emergency procedures and Clery Act compliance	January 6, July 8, July 10, August 1	Student Employees of Residence Life
New Student Orientation	All incoming freshmen, transfer, and graduate students received information on mental health and suicide prevention services in compliance with Arkansas Act 1007	January 9, August 18	Students
New Employee Orientation	Emergency preparedness and Clery Act compliance	January 9, May 19, August 5, September 15, October 20, November 17	New Staff and Faculty
CRASE (Civilian Response to Active Shooter Event)	Active shooter response training	November 6, November 26	Students, Faculty, and Staff
Residence Life Programs	Residence hall programs on preventing risky behaviors to contribute to a safe and secure environment	Annual programs	Students
Alcohol Awareness	Provides tips for safe and legal alcohol consumption	Offered year-round on request	Students

PROGRAM NAME	PURPOSE	DATE OR TIME OF YEAR	TARGET AUDIENCE
Safety Tips by Public Safety	Provides general crime prevention strategies including preventing the theft of property	Offered year-round on request	Students
QPR Training	Teaches appropriate steps to take when someone is having suicidal ideations	January 8, August 11, August 19	Students, Faculty, and Staff
Out of the Darkness	Suicide prevention walk to raise awareness for mental health and suicide	April 11	Students, Faculty, and Staff
Walk a Mile in Her Shoes	Program designed to raise awareness for sexual assault, sexual harassment, stalking, dating violence, domestic violence and the prevention of these incidents	March 2	Students
Jerry Cares Campaign	Website with resources for hazing, alcohol, drug abuse, sexual misconduct, and dangerous situations	www.atu.edu/jerrycares is available year-round	Students, Faculty, Staff, and Visitors

Personal Safety Tips

The Department of Public Safety's safety and security measures are designed to address every area of campus life, but a safe environment also depends on the awareness and cooperation of individual community members. Here are some common-sense steps you can take for personal safety and loss prevention:

- Remember to call 9-1-1 in case of an emergency.
- Report all crimes and/or suspicious activities to the Department of Public Safety.
- Know the non-emergency phone number for Public Safety: (479) 968-0222. Program it into your cell phone.
- Notify Public Safety or a University employee of any individual who appears not to have legitimate business on campus or whose actions arouse suspicion or concern.
- Remain alert, pay attention to your surroundings, and avoid listening to musical devices such as an iPod that make it more difficult to be taken by surprise.
- When traversing the campus at night, stay within well-lit walkways. Do not take shortcuts through wooded areas.
- Never prop doors open, even for a short time.
- Park in well-lit areas, keep car doors and windows locked, and check the inside of your vehicle and cargo area before entering it.

- Although campus is considered safe, students, and employees are encouraged to walk in pairs or groups after dark. Individuals may request a safety transport by calling Public Safety at (479) 968-0222.
- Avoid using stairs in remote sections of a building.
- Avoid working or studying alone in a building at night.
- Do not leave laptops, mobile phones, backpacks, or other personal items unattended for any length of time.
- Do not leave books, jewelry, purses, wallets, cell phones, textbooks, backpacks, or other valuables unattended.
- Keep the doors and windows to your residence locked, even if you will be gone only a short time.
- Keep your bike locked in a rack or storage facility when not using it.
- Register your bike with Public Safety so it can be easier located if lost or stolen.
- Carry only the credit cards and cash you need for the day, and do not conduct ATM transactions alone, especially at night.
- Carry a small flashlight and whistle with you.
- Keep your keys in your possession. Never place them under mats or in other obvious hiding places.
- If your purse or wallet is snatched, do not fight back. Give it up rather than risk personal injury, and then report the incident to Public Safety immediately.
- Do not put an ID tag with your name, address, or license number on your key chain. If lost, the key chain could lead to theft.
- Do not put personal information on social networking sites.
- Do not accept drinks from strangers or leave drinks unattended.
- Protect personal property such as cell phones, iPads, laptop computers, and other valuable belongings by marking them with an identification number. Record all serial numbers and brand names.

Monitoring Non-Campus Locations of Recognized Student Organizations

The University does not have any officially recognized student organizations that own or control housing facilities outside of the ATU's core campus. Therefore, the Russellville PD is not used to monitor or record criminal conduct occurring at such locations since there are no non-campus locations of student organizations. If student organizations host registered events off campus, those events are monitored and reported from information collected from local police agencies. All members of the campus community are encouraged to cooperate fully with police personnel for their safety and the convenience of everyone.

(HEOA) Notification to Victims of Crimes of Violence

Upon written request, the University will disclose to the alleged victim of a crime of violence (as that term is defined in **18 U.S.C. § 16**), or a non-forcible sex offense, the report on the results of any disciplinary proceeding conducted by the University against a student who is the alleged perpetrator of such crime or offense. If the alleged victim is deceased as a result of such crime or offense, the next of kin of such victim shall be treated as the alleged victim for purposes of this paragraph.

HAZING PREVENTION POLICY

Arkansas Tech University is dedicated to promoting a safe and healthy campus environment for students, faculty, staff, and visitors. Hazing activities are counterproductive to this effort. Therefore, Arkansas Tech University has a zero-tolerance policy for the practice of hazing activities by any member of the university community.

Members of the university community involved in, encouraging, aiding, and/or assisting in hazing or hazing related activities are subject to disciplinary action and reporting of involvement to local police. Failure to report known hazing incidents to a university official or to local police may result in disciplinary action.

This policy applies to faculty, staff, students, Registered Student Organizations, official university groups, alumni, vendors, and invitees on campus.

Hazing Defined

Hazing can generally be defined as any action or situation created by a member of the university community against another member of the university community that is negligent or reckless in nature, humiliating, degrading, engenders an individual, or unreasonably interferes with scholastic or employment activities. This action or situation may or may not be initiated for the sole purpose of affiliation or required as a condition or retention of membership into a group or organization.

As defined in the Stop Campus Hazing Act of 2024, hazing is defined as any intentional, knowing, or reckless act committed against another person(s) regardless of their willingness to participate that (1) is committed in the course of initiation, affiliation, or maintenance of membership in a student organization; and (2) creates a risk of physical or psychological injury, such as exposure to the elements, consumption of food, alcohol, drugs, sexual acts, activities that put someone in reasonable fear of bodily harm, or engagement in criminal violations of local, state, tribal, or federal law. Actions and situations that may constitute hazing could include, but are not limited to, the following:

- Requiring the consumption of alcohol or participation in drinking games or causing, coercing, or otherwise inducing another person to consume food, liquid, alcohol, drugs, other substances
- Forcing others to sing, wear apparel which causes indecent exposure or would not be reasonable, or perform other embarrassing acts in public or private settings
- Deprivation of sleep or food or the creation of unnecessary fatigue
- Compelling someone to engage in or watch sexual acts with others
- Requiring periods of silence
- Conducting any type of “hell week” activities
- Requiring the carrying of items such as manuals, paddles, etc.
- Requiring calisthenics such as sit-ups, push-ups, etc.
- Completing tasks in order to obtain signatures
- Phone duty
- Whipping, beating, striking, paddling, electronic shocking, placing a harmful substance on someone’s body, or similar activity
- Marking or branding
- Physical and mental harassment, including pushing, cursing, or yelling
- Staging any form of a “line-up”
- Preventing or restricting class or other activity attendance
- Preventing personal hygiene
- Unreasonable exposure to weather
- Keeping the date of initiation or formal affiliation into the group a secret
- Work parties or clean-up for new members only
- Scavenger or treasure hunts
- Blindfolding
- Personal servitude
- Kidnapping or abandonment
- Expectation of participation in activities that are illegal or in violation of university policy
- Member auctions
- Any activity that places another person in reasonable fear of bodily harm through the use of threatening words or conduct

Additional Hazing Definitions

1. Hazing may occur regardless of the individual’s willingness to participate in the activity or be found present in a situation.
2. Members of the university community include faculty, staff, students, Registered Student Organizations, official university groups, alumni, visitors, vendors, and invitees on campus.
3. Registered Student Organization is defined as individual students and student groups who meet the general requirements and have completed the registration procedures as outlined in the Student Handbook. Official university groups are defined as a number of persons who are associated with the university and each other, but who have not registered, or are not required to register as a Registered Student Organization, i.e. athletic teams, musical or theatrical ensembles, band, choir, cheerleaders, dance team, academic or administrative units, etc.
   As defined in the Stop Campus Hazing Act of 2024, a student organization is an organization at an institution of higher education (such as a club, society, association, athletic team, club sports team, fraternity, sorority, band, or student government) where two or more members of the organization are students enrolled at the university, whether the organization is established or recognized by the institution.
4. A university official for the purposes of reporting hazing activity includes the following:
   - **Amy Pennington,** Vice President of Student Affairs, apennington@atu.edu, (479) 968-0407
   - **Kevin Solomon,** Dean of Student Engagement, ksolomon@atu.edu, (479) 968-0276
   - **Tamika Harrel,** Associate Vice President for Student Affairs and Dean of Students, tharrel@atu.edu, (479) 317-7168
   - **Abby Davis,** Athletic Director, adavis@atu.edu, (479) 968-0345
   - **Kathleen Martin,** Director of Human Resources, kmartin51@atu.edu, (479) 968-0696
   - **Tammy Dougan,** Chief of Public Safety, tdougan@atu.edu, (479) 968-0222
5. This policy applies to behavior that occurs on the university property. It may also apply to off-campus behavior if the activity is sponsored, conducted, authorized, or recognized by the university, a Registered Student Organization, or an official university group. For additional information regarding when a Registered Student Organization can generally be held responsible for violations of the Student Code of Conduct, please see Article III, Section B, 1 in the Student Handbook.

Hazing Policy

1. Hazing in any form is prohibited.
2. The following reasons are not valid defenses for hazing activities:
   a. The express or implied consent of the individual was obtained;
   b. The conduct or activity was not part of an official organizational or group event or was not otherwise sanctioned or approved by the organization or group; or
   c. The conduct or activity was not a condition of membership or affiliation with the organization or group.
3. Any faculty, staff, or student of the university community with knowledge or suspicion of hazing is expected to report the activity to university officials or the local police. If there is a threat of immediate danger, call 911. Failure to report hazing activity could result in disciplinary action.
4. Retaliating in any manner against any individual who reports hazing or who participates in a hazing investigation is prohibited.
5. All members of the university community should cooperate in a hazing investigation upon request.
6. Allegations involving harassment (sexual misconduct) will also be forwarded to the Title IX Office for investigation.
7. The university may notify affiliated regional or national offices of Registered Student Organizations or official university groups of hazing allegations or investigations.
8. Responsibility for nay violations of this policy may be attributed to the perpetrators the Registered Student Organization, or the official university group.

Reporting Hazing

1. If there is a threat of immediate danger, call 911.
2. Complaints or reports of hazing activities should be reported to a university official or the local police. These university officials include the following:
   - **Amy Pennington,** Vice President of Student Affairs, apennington@atu.edu, (479) 968-0407
   - **Kevin Solomon,** Dean of Student Engagement, ksolomon@atu.edu, (479) 968-0276
   - **Tamika Harrel,** Associate Vice President for Student Affairs and Dean of Students, tharrel@atu.edu, (479) 317-7168
   - **Abby Davis,** Athletic Director, adavis@atu.edu, (479) 968-0345
   - **Kathleen Martin,** Director of Human Resources, kmartin51@atu.edu, (479) 968-0696
   - **Tammy Dougan,** Chief of Public Safety, tdougan@atu.edu, (479) 968-0222
3. Campus Security Authorities (CSAs) should report hazing incidents using the form that can be located at www.atu.edu/psafe/crime-report-form-php
4. Complaints may also be filed online at www.atu.edu/jerrycares/haz_help.php.
5. Failure to report hazing activity could result in disciplinary action.

Student Conduct Response to Hazing

1. Violation of the hazing policy may result in disciplinary action under the Student Code of Conduct, Human Resources policies and procedures, or other applicable university regulations or policies. Alumni and visitors refusing to comply may be reported to the Department of Public Safety.
2. Possible sanctions for individuals found responsible for violating this policy range from a warning to expulsion. Potential sanctions for Registered Student Organizations and official University groups range from censure to indefinite dismissal. Faculty and staff found responsible for violation the hazing policy could be terminated from employment.
3. Violations of the hazing policy are subject to referral to appropriate law enforcement as well as to regional and national affiliated offices for action and/or prosecution.
4. Any questions concerning the interpretation or application of this policy should be referred to Amy N. Pennington, Vice President for Student Affairs.

Process Used to Investigate Hazing Reports

Upon receipt of a report alleging Hazing, the university official receiving the report will review the report and determine if the alleged behavior, as described in the report, would constitute Hazing as defined by the University. The university official will also verify jurisdiction over the respondent(s) and forward to the appropriate office (Student Conduct or Human Resources). As it relates to the University's Hazing policy, the term "respondent" refers to a student, a recognized or registered student organization, or an employee who is alleged to have been engaged in Hazing.

The Student Conduct Administrator (or Director of Human Resources for employees) is empowered to take reasonable steps to obtain additional information that may be necessary to determine if a policy violation has been alleged or to determine if an investigation is warranted. The Student Conduct Administrator may consult with applicable university officials when determining which individual(s) or office(s) have jurisdiction over the respondent(s). When determining jurisdiction, the university official will consider:

- The nature of the alleged conduct,
- The circumstances of the report, and
- Whether the respondent is a person or student organization subject to the University's conduct standards.

These factors will also inform whether the procedures outlined in the Student Handbook will be utilized to resolve the alleged misconduct. Allegations of Hazing involving a student or a student organization that is officially recognized by, or registered with, the University will be resolved using the procedures outlined in the Student Handbook. Allegations involving other respondents will be resolved using the policies and procedures applicable to the respondent's status.

Interim Action

In response to the report, the Student Conduct Administrator, or designee, may impose an interim administrative action on a respondent prior to the resolution when a threat of imminent harm to persons or property exits, and/or there is potential for significant disruption to the community that exists during the course of investigation. If the respondent is an employee, the applicable University official(s), in consultation with the Director of Human Resources, may impose interim administrative action consistent with the policies and procedures applicable to the employee.

Interim action is not a sanction. It is taken in an effort to protect the safety and well-being of individuals and the University community. Interim administrative action is preliminary in nature; it is in effect only until there is a resolution of the matter. The respondent may challenge the interim action in writing to the next level of conduct authority within five (5) days of the imposition of the interim action. The interim action will be in effect during the challenge.

Investigation

If an investigation is warranted, the Student Conduct Administrator, or designee, shall appoint one or more investigators to conduct a prompt, thorough, and impartial investigation. External investigators may be appointed at the discretion of the Student Conduct Administrator. Reports of alleged Hazing that also allege violations of the University's Title IX Policy will be coordinated between the Student Conduct Administrator and the Title IX Coordinator to determine the appropriate investigation and/or resolution procedures.

The respondent (typically the president for a registered/recognized student organization, or its equivalent for an established organization) will be sent a written notice of the allegations by way of their university supplied e-mail account. If the student organization has a national or oversight entity, that entity may be apprised of the University's investigation at the discretion of the Student Conduct Administrator. The national or oversight entity cannot speak on behalf of or represent the student organization.

Reasonable efforts will be made to complete the investigation in a timely manner. Typically, the University will aim to complete an investigation into allegations of Hazing within 45 business days of providing written notice of the investigation to the respondent, though investigations may extend beyond 45 business days as circumstances require.

During the investigation, the respondent will be provided with an opportunity to: provide information through an in-person or virtual interview, submit a written account, provide the names of incident witnesses for possible interviews with the investigator(s), provide witness statements, and provide any documentation that may be relevant to the facts of the allegations. However, the investigator(s) may consider information from any sources the investigator(s) deem relevant and credible. The investigator(s) will make reasonable efforts to obtain relevant supporting documentation related the allegations from other University official(s) or available resources.

Upon completion of the investigation, the investigator(s) will prepare an investigation report. The investigation report will summarize the information gathered and include detailed findings-of-fact regarding the behaviors in question.

The investigator(s) will determine whether each respondent violated the University's Hazing policy and document these findings in the investigation report. The Student Conduct Administrator will impose appropriate sanctions in accordance with the Student Handbook for students or student organizations found to have violated the University's Hazing policy. If the Student Handbook does not provide the investigator(s) with sanctioning authority over the respondent, the investigation report will be forwarded to the University official(s) authorized to impose appropriate sanctions.

All respondents will be informed, in writing, of the University's findings and any sanctions imposed. Any opportunity for the respondent to appeal will follow the relevant policies and procedures applicable to the respondent.

Respondents who violate the University's Hazing policy will be subject to conduct sanctions, which may include probation, loss of privileges, loss of recognized/registered status, mandatory training or education, suspension, expulsion, administrative leave, revocation of tenure, or termination. Respondents can also face sanctions under other University polices as well as criminal or civil penalties imposed under applicable law.

Arkansas Law, § 6-5-201 and § 6-5-204

Arkansas law prohibits hazing. Guidelines provided in this statute are enforced in the hazing policy.

1. Any willful act on or off the property of any school, college, university, or other educational institution in Arkansas by one (student alone or acting with others which is directed against any other student and done for the purpose of intimidating the student attacked by threatening him or her with social or other ostracism or of submitting such student to ignominy, shame, or disgrace among his or her fellow students, and acts calculated to produce such results;
2. The playing of abusive or truculent tricks on or off the property of any school, college, university, or other educational institution in Arkansas by one (student alone or acting with others, upon another student to frighten or scare him or her;
3. Any willful act on or off the property of any school, college, university, or other educational institution in Arkansas by one (student alone or acting with others which is directed against any other student done for the purpose of humbling the pride, stifling the ambition, or impairing the courage of the student attacked or to discourage him or her from remaining in that school, college, university, or other educational institution, or reasonably to cause him or her to leave the institution rather than submit to such acts; or
4. Any willful act on or off the property of any school, college, university, or other educational institution in Arkansas by one (student alone or acting with others in striking, beating, bruising, or maiming; or seriously offering, threatening, or attempting to strike, beat, bruise, or main; or to do or seriously offer, threaten, or attempt to do physical violence to any student of any such educational institution; or any assault upon any such student made for the purpose of committing any of the acts, or producing any of the results, to such student as defined in this section.
5. The term "hazing" as defined in this section does not include customary athletic events or similar contests or competitions and is limited to those actions taken and situations created in connection with initiation into or affiliation with any organization.

Local Laws

There are no applicable local laws relating to Hazing in the University's jurisdiction.

Tribal Laws

There are no applicable Tribal laws relating to Hazing in the University's jurisdiction.

Campus Hazing Transparency Report

In compliance with the Stop Campus Hazing Act, effective July 1, 2025, a Campus Hazing Transparency Report will be created to summarize the incidents associated with any Registered Student Organizations found to be in violation of the Hazing Prevention Policy. This report will not include allegations only. In the event of a responsible finding for hazing, the information will be posted publicly on the University website. The public report will be updated twice a year if needed. The report will include the following:

- The name of Registered Student Organization;
- General description of the hazing violation, including whether it involved the use of drugs or alcohol;
- Findings of the University about the violation and if sanctions were placed on the Registered Student Organization; and
- Dates for when the incident occurred, when the investigation was initiated, when the finding of responsibility of the hazing violation occurred, and when the University notified the Registered Student Organization of the finding.

The Transparency Report can be found at: Hazing Prevention Information. On this page, the University also publishes additional information, including:

- A statement notifying the public of the availability of Hazing statistics that are published in the Annual Security & Fire Safety Report;
- Information about the institution's policies relating to Hazing; and
- Information on applicable local, State, and Tribal laws regarding Hazing.

Prevention Programming on Hazing

As part of our commitment to an educational environment free from hazing, the University coordinates campus-wide awareness and prevention programming that are informed by research, campus-wide in scope, throughout each academic year designed to reach students, faculty, and staff.

Programs address various topics, including:

- the University's definition of Hazing, including a clear statement that the University prohibits Hazing;
- the definition of Student Organization, as it applies to the University's Hazing policy;
- how to report Hazing;
- the process the University will use to investigate reports of Hazing; and
- information on applicable local, State, and Tribal laws regarding Hazing.

These programs also raise awareness about the University's Campus Hazing Transparency Report that summarizes findings concerning student organizations established or recognized by the University that have been found responsible for violating the University's Hazing policy.

Collaborative efforts in Student Affairs enables the University to offer training intended to stop hazing before it occurs, including bystander intervention, information about ethical leadership, and promotion of strategies for building group cohesion without hazing. Examples of educational outreach and training programs related to hazing awareness and prevention include:

- Hazing prevention training during New Student Orientation and New Employee Orientation;
- Registered Student Organizations and their faculty/staff advisors complete mandatory annual online hazing prevention training, a course designed to increase awareness of hazing, bystander intervention skills, and help students know where to go for help; and
- The Jerry Cares campaign in the Division of Student Affairs which raises awareness of a variety of safety initiatives, including hazing prevention.

Specifically, the University provides Hazing prevention and awareness programs to students by requiring mandatory annual online hazing prevention courses for registered student organizations and incorporating hazing prevention training during New Student Orientation.

Additionally, the University provides Hazing prevention and awareness programs to employees by incorporating hazing prevention training during New Employee Orientation and annual Campus Security Authority training. Faculty and Staff that are listed as Registered Student Organization Advisors are also required to complete annual online hazing prevention training.

DRUG AND ALCOHOL POLICY

Drug and Alcohol Abuse Prevention Program

The University has a drug and alcohol abuse prevention program and conducts a biennial review of this program to evaluate its effectiveness. For more information, see below.

- Student alcohol/drug policy: https://www.atu.edu/studenthandbook
- Employee alcohol/drug policy: https://www.atu.edu/hr/docs/StaffHandbook
- Alcohol/drug information webpage: https://www.atu.edu/jerrycares/
- Annual Notification of Alcohol and Other Drugs: 2026-2027 AOD Annual Notification.pdf (atu.edu)
- The University's Biennial Review Report can be located online at 2022-2024 Biennial Review (atu.edu)

In accordance with the Drug-Free Schools and Communities Act Amendments of 1989, the University has developed and implemented a program to prevent the unlawful possession, use, sale, or distribution of illicit drugs and alcohol by students and employees.

The institution's annual Drug-Free and Communities Act notification includes the items listed below:

1. Standards of conduct that clearly prohibit the unlawful possession, use, or distribution of illicit drugs and alcohol by employees and students on its property or as part of its activities;
2. A description of applicable legal sanctions under local, state, or federal law for the unlawful possession or distribution of illicit drugs and alcohol;
3. A description of health risks associated with the use of illicit drugs and the abuse of alcohol;
4. A description of available drug or alcohol counseling, treatment, or rehabilitation or re-entry programs;
5. A clear statement of the disciplinary sanctions that the University will impose on employees and students and the consistency of the enforcement of sanctions. Disciplinary sanctions may include, but are not limited to, a warning, written reprimand, suspension (with or without pay), dismissal, expulsion, and/or mandatory participation and successful completion of a drug abuse assistance or rehabilitation program approved by an appropriate health or law enforcement agency; and
6. The Department of Public Safety has primary responsibility for the enforcement of state underage drinking laws as well as the enforcement of federal and state drug laws. The University will enforce these laws.

Arkansas Tech University is committed to the maintenance of a drug and alcohol free work place and to a standard of conduct for employees and students that prohibits the unlawful or unauthorized use, possession, storage, manufacture, distribution, or sale of alcoholic beverages and any illicit drugs or drug paraphernalia in University buildings, any public campus area, in University housing units, in University vehicles, or at any University affiliated events held on or off-campus, which are sponsored by employees, students, and their respective campus organizations (including all fraternities and sororities). For Arkansas Tech University employees, compliance with this policy is a term and condition of employment. For Arkansas Tech University students and student organizations, compliance with this policy is a term and condition of continued enrollment/organizational registration.

Federal Drug Laws

Denial of Federal Benefits (21 U.S.C. § 862) A federal drug conviction may result in the loss of federal benefits, including school loans, grants, scholarships, contracts, and licenses. Federal drug trafficking convictions may result in denial of federal benefits for up to five years for a first conviction. Federal drug convictions for possession may result in denial of federal benefits for up to one year for a first conviction and up to five years for subsequent convictions, successful completion of a drug treatment program, including periodic testing, and appropriate community service, or any combination of the three.

Forfeiture of Personal Property and Real Estate (21 U.S.C. § 853) Any person convicted of a federal drug offense punishable by more than one year in prison shall forfeit to the United States any personal or real property related to the violation. A warrant of seizure may be issued and property seized at the time an individual is arrested on charges that may result in forfeiture.

Federal Drug Trafficking Penalties (21 U.S.C. § 841) Penalties for federal drug trafficking convictions vary according to the type and quantity of the controlled substance involved in the transaction. Penalties for subsequent convictions are more severe.

In the case of a controlled substance in schedule I or schedule II, GHB, or flunitrazepam, a person shall be sentenced to a term of imprisonment of not more than 20 years. If death or serious bodily injury

results from the use of a controlled substance which has been illegally distributed, the person convicted on federal charges of distributing the substance faces the possibility of a life sentence and fines ranging up to $10 million.

In the case of a controlled substance in schedule III, a person shall be sentenced to a term of imprisonment of not more than 10 years, and if death or serious bodily injury results, shall be sentenced to a term of imprisonment of not more than 15 years or a fine not to exceed $500,000, or both, for a first offense.

For less than 50 kilograms of marijuana, the term of imprisonment shall not be more than five years, and the fine shall not be more than $250,000, or both, for a first offense.

In the case of a schedule IV substance, the term of imprisonment shall not be more than five years, and the fine shall not be more than $250,000, or both, for a first offense.

Persons convicted on federal charges of drug trafficking within 1,000 feet of an elementary school, secondary school, college, or university **(21 U.S.C. § 860)** face penalties of prison terms and fines which are twice as high as the regular penalties for the offense, with a mandatory prison sentence of at least one year, unless the offense involves five grams or less of marijuana.

Federal Drug Possession Penalties (21 U.S.C. § 844) Persons convicted on federal charges of possessing any controlled substance face penalties of up to one year in prison, a mandatory fine of no less than $1,000, or both. Second convictions are punishable by not less than 15 days but not more than two years in prison and a minimum fine of $2,500. Subsequent convictions are punishable by not less than 90 days but not more than three years in prison and a minimum fine of $5,000.

Drug and Alcohol State Laws

CATEGORY	SUMMARY (ARKANSAS STATUTES)
Possession of Marijuana	Recreational use of marijuana and possession of marijuana is illegal in Arkansas. Ark. Code Ann. §§ 5-64-215(a)(1) (classifying marijuana as a Schedule VI substance; 5-64-419(5) (outlining penalties for possession of a Schedule VI substance). The penalty for these offenses depends on the amount in possession. Possession of less than four ounces is a Class A misdemeanor, carrying a penalty of up to $2,500 in fines and imprisonment of up to one year. §§ 5-64-419(5)(A); 5-4-401; 5-4-201. However, the penalty for possession of one ounce or more but less than four ounces of marijuana becomes a Class D felony if the possessor has four prior convictions for possession of a controlled substance. § 5-64-419(5)(B). Penalties increase with additional volume of marijuana: (1) Possession of four ounces or more but less than ten pounds is a Class D felony; (2) possession of ten or more pounds but not less than twenty-five pounds is a Class C felony; (3) possession of twenty-five pounds or more but less than one hundred pounds is a Class B felony; and (4) possession of one hundred pounds or more but less than five hundred pounds is a Class A felony. § 5-64-419(5)(C)–(F).
Controlled Substances	"Controlled substance" means a drug, substance, or immediate precursor in Schedules I through VI. § 5-64-101(4). It is illegal to possess a controlled substance. See generally § 5-64-419. Penalties vary widely based on substance, amount, and criminal history. Id. For Schedule I and II controlled substances (such as methamphetamine, heroine, and cocaine), possession of the smallest listed amount (less than two grams) is a Class D felony. § 5-64-419(b)(1)–(2). The penalty for a Class D felony is imprisonment of up to six years and a fine of up to $10,000. § 5-4-401(a)(5); § 5-4-201(a)(2). A complete list of the schedule classification of controlled substances is available at List of Controlled Substances, Ark. Dept of Health (Apr. 22, 2022). It is illegal to deliver or distribute controlled substances. See generally Ark. Code Ann. §§ 5-64-420–5-64-440. "Distribute" means to deliver other than by administering or dispensing a controlled substance. § 5-64-101(9). Delivery of methamphetamine, heroin, or cocaine (1) in the amount of less than two grams is a Class C felony (punishable by three to ten years imprisonment); (2) in the amount of more than two grams but less than ten grams is a Class B felony (punishable by five to twenty years); and (3) in the amount of ten grams but less than two hundred grams is a Class Y felony (punishable by ten years to life). §§ 5-64-422(b); 5-4-401(a)(1), (3)–(4). Delivery of a Schedule III substance (1) less than twenty-eight grams is a Class C felony; (2) twenty-eight grams or more but less than two hundred is a class B felony; and (3) two hundred grams or more is a Class A felony (punishable by six to thirty years in prison). §§ 5-64-430(b); 5-4-401(a)(2). Delivery to minors entails enhanced penalties. § 5-64-406. Arkansas also has enhanced penalties for certain controlled substance crimes (possession of a controlled substance in violation of § 5-64-419 punishable by a Class C felony or greater, and possession with the purpose to deliver, delivery, manufacture, or trafficking of a controlled substance in violation of §§ 5-64-420–5-64-440) that occur within one thousand feet of the real property of a "public vocational school" or a "private or public college or university." § 5-64-411(2)(B). Under certain circumstances, courts may order placement in drug treatment programs. § 5-4-313. Possession of drug paraphernalia is also illegal. § 5-64-443.

CATEGORY	SUMMARY (ARKANSAS STATUTES)
Alcohol and Minors	It is illegal for any person under the age of 21 to purchase or to have in his/her possession any intoxicating liquor, wine, or beer. § 3-3-203. Violation by a person aged 18 or older results in a fine of $100–$500 and possible "writing of themes or essays on intoxicating liquors, wine, or beer" or placement on probation and surrender of driver's license. §§ 3-3-203(d)–(e).
Driving Under the Influence (DUI)	It is illegal to "operate or to be in actual physical control" of a motor vehicle with a blood alcohol concentration of 0.08 or more. § 5-65-103. For a first offense, there is a minimum imprisonment from 24 consecutive hours up to one year with a fine of $150–$1,000, as well as a six-month license suspension and required alcohol education program. For a second offense within ten years, there is a minimum imprisonment from 7 days up to one year. For a second offense within five years, there is a fine of $400–$3,000, as well as a 24-month license suspension. For a third offense within ten years, there is a minimum imprisonment from 90 days up to one year. For a third offense within five years, there is a fine of $900–$5,000, as well as a 30-month license suspension. For a fourth offense within ten years, there is a minimum imprisonment of 1 to 6 years. For a fourth offense within five years, there is a fine of $900–$5,000, as well as a four-year license revocation. §§ 5-65-104; 5-65-111; 5-65-112; 5-65-115. Penalties increase for fifth, sixth, and subsequent offenses. Id. Under certain circumstances, the court may order public service instead of some or all required imprisonment. § 5-65-111.

Health Risks

Alcohol — Can cause short term effects such as loss of concentration and judgment; slowed reflexes; disorientation leading to higher risk of accidents and problem behavior; long term effects include risk of liver and heart damage, malnutrition, cancer, and other illnesses; can be highly addictive to some persons.

Amphetamines — Can cause short term effects such as rushed, careless behavior and pushing beyond your physical capacity, leading to exhaustion; tolerance increases rapidly; long term effects include physical and psychological dependence and withdrawal can result in depression and suicide; continued high doses can cause heart problems, infections, malnutrition, and death.

Cocaine (Crack) — Can cause short term effects such as impaired judgment; increased breathing, heart rate, heart palpitations; anxiety, restlessness, hostility, paranoia, confusion; long term effects may include damage to respiratory and immune systems; malnutrition, seizures, and loss of brain function; highly addictive.

Designer Drugs/Synthetic Cannabinoids (bath salts, K2, spice) — Can cause short term effects such as elevated heart rate, blood pressure, and chest pain; hallucinations, seizures, violent behavior, and paranoia; may lead to lack of appetite, vomiting, and tremor; long-term use may result in kidney/liver failure; increased risk of suicide and death.

Fentanyl — Can cause physical and psychological dependence; overdose may result in stupor, cold and clammy skin, cyanosis, respiratory failure, coma, and death; highly addiction; often added to other illicit drugs.

Hallucinogens (PCP, LSD, ecstasy, dextromethorphan) — Can cause extreme distortions of what's seen and heard, induces sudden changes in behavior, loss of concentration, and memory; increases risk of birth defects in user's children; overdose can cause psychosis, convulsions, coma, and death; frequent and long-term use can cause permanent loss of mental function.

Inhalants (nitrous oxide, amyl nitrite, butyl nitrite, chlorohydrocarbons, hydrocarbons) — Can cause short term effects such as nausea, dizziness, fatigue, slurred speech, hallucinations, or delusions; may lead to rapid and irregular heart rhythms, heart failure, and death; long-term use may result in loss of feeling, hearing, and vision; can result in permanent damage to the brain, heart, lungs, liver, and kidneys.

Marijuana — Can cause short term effects such as slow reflexes; increase in forgetfulness; alters judgment of space and distance; aggravate pre-existing heart and/or mental health problems; long term health effects include permanent damage to lungs, reproductive organs, and brain function; can interfere with physical, psychological, and social development of young users.

Nicotine Pouches — Can raise blood pressure, increase the risk of heart disease, and lead to dependency; in young people, nicotine harms brain development and can affect learning, attention, and cause mood problems.

Opiates/Narcotics (heroin, morphine, opium, codeine, oxycodone, china white) — Can cause physical and psychological dependence; overdose can cause coma, convulsions, respiratory arrest, and death; long term use leads to malnutrition, infection, and hepatitis; sharing needles is a leading cause of the spread of HIV and hepatitis; highly addictive, tolerance increases rapidly.

Sedatives — Can cause reduced reaction time and confusion; overdose can cause coma, respiratory arrest, convulsions, and death; withdrawal can be dangerous; in combination with other controlled substances can quickly cause coma and death; long term use can produce physical and psychological dependence; tolerance can increase rapidly.

Tobacco (cigarettes, cigars, chewing tobacco) — Can cause diseases of the cardiovascular system, such as myocardial infarction (heart attack), diseases of the respiratory tract such as Chronic Obstructive Pulmonary Disease (COPD), Emphysema, and cancer, particularly cancers of the larynx and mouth; nicotine is highly addictive.

Vaping — Exposes users to nicotine, a highly addictive substance that can harm the body's development; the vapor contains toxic chemicals linked to lung injury, heart problems, and other serious illnesses.

Medical Usage of Marijuana under Arkansas State Law

This policy prohibits the possession, use, manufacture, sale, or distribution of marijuana on University property or in University activities. Marijuana remains a controlled substance under federal law, and the University remains bound by federal laws prohibiting marijuana on University property or in its activities. This prohibition extends to all forms of marijuana, including state-authorized prescription medical marijuana. Students who wish to request reasonable accommodation for disabilities treated by state-authorized prescription medical marijuana should contact Disability Services and proceed through the University's disability accommodation process for determining any appropriate accommodations. Employees who wish to request reasonable accommodation for disabilities treated by state authorized prescription medical marijuana should contact Human Resources and proceed through the University's disability accommodation process for determining any appropriate accommodations.

Drug And Alcohol Programs

Arkansas Tech University utilizes evidenced-based strategic interventions, collaboration, innovation and the incorporation of the wellness dimensions to reduce harmful consequences of alcohol and other drug use. Drug and alcohol programming includes, but is not limited to:

- Providing education and awareness activities;
- Offering substance-free social, extracurricular, and public service options;
- Creating a health-promoting normative environment;
- Restricting the marketing and promotion of alcohol and other drugs;
- Limiting availability of alcohol and other drugs;
- Developing and enforcing campus policies and enforce laws to address high-risk and illegal alcohol and other drug use;
- Providing early intervention and referral for treatment;
- All new undergraduate students are required to complete an online education program; and
- Providing education for students who have violated alcohol and/or marijuana policies.

Local Treatment Facilities

Counseling services are provided on campus to students by calling (479) 968-0329 or by visiting the Health and Wellness Center located in the Doc Bryan Student Services Center, Suite 119. These services are provided by licensed counselors, but do not include drug rehabilitation or detoxification services. Please see a counselor for more referral resources.

LOCAL TREATMENT FACILITIES	
Arisa Health 110 Skyline Dr Russellville, AR 72801 (479) 968-1298 https://www.arisahealth.org	**Turning Point at Behavioral Health** 1710 West C Place Russellville, AR 72801 (479) 967-0701 www.saintmarysregional.com
Lake Point Recovery & Wellness 65 ARVAC Lane Russellville, AR 72802 (479) 219-5292 http://www.arvacinc.org	**Recovery Centers of Arkansas** 6301 Father Tribou St Little Rock, AR 72205 (501) 372-4611 https://www.rcofa.org
Project Hope 420 Round Rock Road Russellville, AR 72802 (877) 491-3816 https://projecthoperc.com	**Restored Life Services of Arkansas** 107 North Boston Place Russellville, AR 72801 (479) 219-4100 www.restoredlifeservices.com
Celebrate Recovery https://locator.crgroups.info/	**Narcotics Anonymous** http://www.arscna.org/
Alcoholics Anonymous http://www.arkansascentraloffice.org/	

POLICIES, PROCEDURES, AND PROGRAMS RELATED TO DATING VIOLENCE, DOMESTIC VIOLENCE, SEXUAL ASSAULT, AND STALKING

Consistent with applicable laws, Arkansas Tech University prohibits the offenses of dating violence, domestic violence, sexual assault, and stalking (as defined by the Clery Act) and reaffirms its commitment to maintaining a campus environment that emphasizes the dignity and worth of all members of the University community. Toward that end, Arkansas Tech University issues this statement of policy to inform the campus community of our programs to address domestic violence, dating violence, sexual assault, and stalking as well as the procedures for institutional disciplinary action in cases of alleged dating violence, domestic violence, sexual assault, or stalking, which may be followed regardless of whether the incident occurs on or off campus when it is reported to a University official.

The University's policy used to address complaints of this nature, as well as the procedures for filing, investigating, and resolving complaints, may be found at:

- Equal Opportunity, Harassment (Sexual Misconduct), and Nondiscrimination Policy and Procedures: https://www.atu.edu/titleix/policy.php

Federal Clery Act Definitions of Domestic Violence, Dating Violence, Sexual Assault, and Stalking

The Clery Act defines the crimes of domestic violence, dating violence, sexual assault, and stalking as follows:

- **Domestic Violence:**
  - i. A felony or misdemeanor crime of violence committed—
    - a. By a current or former spouse or intimate partner of the victim;
    - b. By a person with whom the victim shares a child in common;
    - c. By a person who is cohabitating with, or has cohabitated with, the victim as a spouse or intimate partner;
    - d. By a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred; or
    - e. By any other person against an adult or youth victim who is protected from that person's acts under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred.
  - ii. For the purposes of complying with the requirements of this section and §668.41, any incident meeting this definition is considered a crime for the purposes of Clery Act reporting.
- **Dating Violence:** Violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim.
  - i. The existence of such a relationship shall be based on the reporting party's statement and with consideration of the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship.
  - ii. For the purposes of this definition—
    - a. Dating Violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse.
    - b. Dating Violence does not include acts covered under the definition of Domestic Violence.
  - iii. For the purposes of complying with the requirements of this section and §668.41, any incident meeting this definition is considered a crime for the purposes of Clery Act reporting.
- **Sexual Assault:** An offense that meets the definition of rape, fondling, incest, or statutory rape as used in the FBI's Uniform Crime Reporting (UCR) program. Per the National Incident-Based Reporting System User Manual from the FBI UCR Program, a sex offense is "any sexual act directed against another person, without the consent of the victim, including instances where the victim is incapable of giving consent."
  - **Rape:** Defined as the penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim.
  - **Fondling (Criminal Sexual Contact):** Defined as the touching of the private parts of another person for the purposes of sexual gratification, without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental incapacity.
  - **Incest:** Defined as sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.
  - **Statutory Rape:** Defined as sexual intercourse with a person who is under the statutory age of consent.
- **Stalking:**
  - i. Engaging in a course of conduct directed at a specific person that would cause a reasonable person to—
    - a. Fear for the person's safety or the safety of others; or
    - b. Suffer substantial emotional distress.
  - ii. For the purposes of this definition—
    - a. Course of conduct means two or more acts, including, but not limited to, acts which the stalker directly, indirectly, or through third parties, by any action, method, device, or means follows, monitors, observes, surveils, threatens, or communicates to or about, a person, or interferes with a person's property.
    - b. Reasonable person means a reasonable person under similar circumstances and with similar identities to the victim.
    - c. Substantial emotional distress means significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling.
  - iii. For the purposes of complying with the requirements of this section and §668.41, any incident meeting this definition is considered a crime for the purposes of Clery Act reporting.

Jurisdictional Definitions of Domestic Violence, Dating Violence, Sexual Assault, and Stalking

Arkansas Crime Definitions

CRIME TYPE (ARKANSAS CODE)	DEFINITIONS
Dating Violence	The institution has determined, based on good-faith research, that Arkansas law does not define the term dating violence.
Domestic Violence	The institution has determined, based on good-faith research, that Arkansas law does not define the term domestic violence. However, Arkansas does have various degrees of "domestic battering" that are defined in a manner that could be classified as "dating violence" and "domestic violence." These domestic battering crimes are found at Ark. Code § 5-26-303 to 305 and generally involve a perpetrator causing some degree of physical injury to a family or household member. In this regard, Ark. Code § 5-26-302 uses the following definitions: ▸ "Dating relationship" means a romantic or intimate social relationship between two (2) individuals that is determined by examining the following factors: (i) The length of the relationship; (ii) The type of the relationship; and (iii) The frequency of interaction between the two (2) individuals involved in the relationship. "Dating relationship" does not include a casual relationship or ordinary fraternization between two (2) individuals in a business or social context. ▸ "Family or household member" means: (A) A spouse; (B) A former spouse; (C) A parent; (D) A child, including any minor residing in the household; (E) Persons related by blood within the fourth degree of consanguinity….; (F) Persons who presently or in the past have resided or cohabited together; (G) Persons who have or have had a child in common; or (H) Persons who are presently or in the past have been in a dating relationship together.
Stalking	Under Arkansas law, there are various degrees of stalking found at Ark. Code § 5-71-229. Generally, stalking involves a perpetrator knowingly engaging in a course of conduct that would place a reasonable person in the victim's position under emotional distress and in fear for his or her safety or a third person's safety. As used in this statute, the following definitions apply: ▸ "Course of conduct" means a pattern of conduct composed of two (2) or more acts, separated by at least thirty-six (36) hours, but occurring within one (1) year, including without limitation an act in which the actor directly, indirectly, or through a third party by any action, method, device, or means follows, monitors, observes, places under surveillance, threatens, or communicates to or about a person or interferes with a person's property. "Course of conduct" does not include constitutionally protected activity. If the defendant claims that he or she was engaged in a constitutionally protected activity, the court shall determine the validity of that claim as a matter of law and, if found valid, shall exclude that activity from evidence. ▸ "Emotional distress" means significant mental suffering or distress. "Emotional distress" does not require that the victim sought or received medical or other professional treatment or counseling.

Sexual Assault	▸ Sexual assault in the first degree (Ark. Code § 5-14-124): A person commits sexual assault in the first degree if the person engages in sexual intercourse or deviate sexual activity with a minor who is not the actor's spouse and the actor is a mandated reporter under Arkansas state law (including officials at institutions of higher education) and is in a position of trust or authority over the victim and uses the position of trust or authority to engage in sexual intercourse or deviate sexual activity. ▸ Sexual assault in the second degree (Ark. Code § 5-14-125): A person commits sexual assault in the second degree if the person: › Engages in sexual contact with another person by forcible compulsion. › Engages in sexual contact with another person who is incapable of consent because he or she is: (A) Physically helpless; (B) Mentally defective; or (C) Mentally incapacitated. › Being eighteen (18) years of age or older, engages in sexual contact with another person who is: (A) Less than fourteen (14) years of age; and (B) Not the person's spouse. › Engages in sexual contact with a minor and the actor is a mandated reporter under Arkansas state law (including officials at institutions of higher education) and is in a position of trust or authority over the minor. ▸ Sexual assault in the third degree (Ark. Code § 5-14-126): A person commits sexual assault in the third degree if the person engages in sexual intercourse or deviate sexual activity with another person who is not the actor's spouse and the actor is a mandated reporter under Arkansas state law (including officials at institutions of higher education) or a member of the clergy and is in a position of trust or authority over the victim and uses the position of trust or authority to engage in sexual intercourse or deviate sexual activity. ▸ Sexual assault in the fourth degree (Ark. Code § 5-14-127): A person commits sexual assault in the fourth degree if the person, being twenty (20) years of age or older: (A) Engages in sexual intercourse or deviate sexual activity with another person who is: (i) Less than sixteen (16) years of age; and (ii) Not the person's spouse; or (B) Engages in sexual contact with another person who is: (i) Less than sixteen (16) years of age; and (ii) Not the person's spouse.
Stalking	For purposes of the Clery Act, the term "sexual assault" includes the offenses of rape, fondling, incest, and statutory rape. These definitions under Arkansas law are as follows: ▸ Rape (Ark. Code § 5-14-103): A person commits rape if he or she engages in sexual intercourse or deviate sexual activity with another person: › By forcible compulsion. › Who is incapable of consent because he or she is: (A) Physically helpless; (B) Mentally defective; or (C) Mentally incapacitated. › Who is less than fourteen (14) years of age. › Who is a minor and the actor is the victim's: (i) Guardian; (ii) Uncle, aunt, grandparent, step-grandparent, or grandparent by adoption; (iii) Brother or sister of the whole or half blood or by adoption; or (iv) Nephew, niece, or first cousin. ▸ Fondling: The institution has determined, based on good-faith research, that Arkansas law does not define the term fondling. ▸ Incest (Ark. Code § 5-26-202): A person commits incest if the person, being sixteen (16) years of age or older, purports to marry, has sexual intercourse with, or engages in deviate sexual activity with another person sixteen (16) years of age or older whom the actor knows to be: (1) An ancestor or a descendant; (2) A stepchild or adopted child; (3) A brother or sister of the whole or half-blood; (4) An uncle, aunt, nephew, or niece; or (5) A step grandchild or adopted grandchild. ▸ Statutory Rape: The institution has determined, based on good-faith research, that Arkansas law does not define the term statutory rape.

Rape, Fondling, Incest, Statutory Rape	For purposes of the Clery Act, the term "sexual assault" includes the offenses of rape, fondling, incest, and statutory rape. These definitions under Arkansas law are as follows: ▸ Rape (Ark. Code § 5-14-103): A person commits rape if he or she engages in sexual intercourse or deviate sexual activity with another person: › By forcible compulsion. › Who is incapable of consent because he or she is: (A) Physically helpless; (B) Mentally defective; or (C) Mentally incapacitated. › Who is less than fourteen (14) years of age. › Who is a minor and the actor is the victim's: (i) Guardian; (ii) Uncle, aunt, grandparent, step-grandparent, or grandparent by adoption; (iii) Brother or sister of the whole or half blood or by adoption; or (iv) Nephew, niece, or first cousin. ▸ Fondling: The institution has determined, based on good-faith research, that Arkansas law does not define the term fondling. ▸ Incest (Ark. Code § 5-26-202): A person commits incest if the person, being sixteen (16) years of age or older, purports to marry, has sexual intercourse with, or engages in deviate sexual activity with another person sixteen (16) years of age or older whom the actor knows to be: (1) An ancestor or a descendant; (2) A stepchild or adopted child; (3) A brother or sister of the whole or half-blood; (4) An uncle, aunt, nephew, or niece; or (5) A step grandchild or adopted grandchild. ▸ Statutory Rape: The institution has determined, based on good-faith research, that Arkansas law does not define the term statutory rape.
Other "sexual assault" crimes	Other crimes under Arkansas law that may be classified as a "sexual assault" include the following: ▸ Sexual indecency with a child (Ark. Code § 5-14-110): A person commits sexual indecency with a child if: › Being eighteen (18) years of age or older, the person solicits another person who is less than fifteen (15) years of age or who is represented to be less than fifteen (15) years of age to engage in: (A) Sexual intercourse; (B) Deviate sexual activity; or (C) Sexual contact. › With the purpose to arouse or gratify a sexual desire of himself or herself or a sexual desire of another person, the person purposely exposes his or her sex organs to another person who is less than fifteen (15) years of age. › Being eighteen (18) years of age or older, the person causes or coerces another person who is less than fourteen (14) years of age to expose his or her sex organs or the breast of a female with the purpose to arouse or gratify a sexual desire of the actor or another person.

Consent (as it relates to sexual activity)	The State of Arkansas defines consent as follows: There is a lack of consent if a person engages in a sexual act with another person by forcible compulsion or with a person who is incapable of consent because he or she is physically helpless, mentally defective, or mentally incapacitated, or because of a victim's age. Arkansas Code §§ 5-14-103; 5-14-125. ▸ **"Mentally defective"** means that a person suffers from a mental disease or defect that renders the person: › incapable of understanding the nature and consequences of a sexual act; or › unaware a sexual act is occurring. › Note: a determination that a person is mentally defective shall not be based solely on the person's IQ. Arkansas Code §§ 5-14-101(4). ▸ **"Mentally incapacitated"** means that a person is temporarily incapable of appreciating or controlling the person's conduct as a result of the influence of a controlled or intoxicating substance: › administered to the person without the person's consent; or › that renders the person unaware a sexual act is occurring. Arkansas Code §§ 5-14101(5). ▸ **"Physically helpless"** means that a person is: › unconscious; › physically unable to communicate a lack of consent; or › rendered unaware that a sexual act is occurring. Arkansas Code §§ 5-14-101(7) › A nursing home patient was unable to communicate lack of consent and, thus, was "physically helpless" within meaning of statute for attempted rape purposes; victim was blind, unable to speak, and confined to bed or wheelchair, and victim could only grunt, raise her hand, and shake her head from side to side to communicate. Dabney v. State, 1996, 930 S.W.2d 360, 326 Ark. 382. ▸ Note: When criminality of conduct depends on a victim's being incapable of consent because he or she is mentally defective or mentally incapacitated, it is an affirmative defense that the actor reasonably believed that the victim was capable of consent. (Arkansas Code §§ 5-14-101) ▸ Note: The existence of forcible compulsion in a rape case does not depend on the quantum of force that is applied but rather on whether the act is consummated against the victim's will. (Hillman v. State, 569 S.W.3d 372, Arkansas 2019), which is applicable to criminal prosecutions for sex offenses in Arkansas but may differ from the definition used on campus to address policy violations.

University Definition of Consent

The University uses the following definition of consent in its Equal Opportunity, Harassment (Sexual Misconduct), and Nondiscrimination Policy and Procedures for the purpose of determining whether sexual violence (including sexual assault) has occurred.

Consent is:

- knowing, and
- voluntary, and
- clear permission
- by word or action
- to engage in sexual activity.

Individuals may experience the same interaction in different ways. Therefore, it is the responsibility of each party to determine that the other has consented before engaging in the activity.

If consent is not clearly provided prior to engaging in the activity, consent may be ratified by word or action at some point during the interaction or thereafter, but clear communication from the outset is strongly encouraged.

For consent to be valid, there must be a clear expression in words or actions that the other individual consented to that specific sexual conduct. Reasonable reciprocation can be implied consent. For example, if someone kisses you, you can kiss them back (if you want to) without the need to explicitly obtain their consent to being kissed back.

Consent can also be withdrawn once given, as long as the withdrawal is reasonably and clearly communicated. If consent is withdrawn, that sexual activity should cease within a reasonable immediate time.

Consent to some sexual contact (such as kissing or fondling) cannot be presumed to be consent for other sexual activity (such as intercourse). A current or previous intimate relationship is not sufficient to constitute consent. If an individual expresses conditions on their willingness to consent (e.g., use of a condom) or limitations on the scope of their consent, those conditions and limitations must be respected.

The existence of consent is based on the totality of the circumstances evaluated from the perspective of a reasonable person in the same or similar circumstances, including the context in which the alleged incident occurred and any similar and previous patterns that may be evidenced.

Force: Force is the use of physical violence and/or physical imposition to gain sexual access. Force also includes threats, intimidation (implied threats), and coercion that is intended to overcome resistance or produce consent (e.g., "Have sex with me or I'll hit you," which elicits the response, "Okay, don't hit me, I'll do what you want.").

Sexual activity that is forced is, by definition, non-consensual, but non-consensual sexual activity is not necessarily forced. Silence or the absence of resistance alone is not consent. Consent is not demonstrated by the absence of resistance. While resistance is not required or necessary, it is a clear demonstration of non-consent.

Coercion: Coercion is unreasonable pressure for sexual activity. Coercive conduct differs from seductive conduct based on factors such as the type and/or extent of the pressure used to obtain consent. When someone makes clear that they do not want to engage in certain sexual activity, that they want to stop, or that they do not want to go past a certain point of sexual interaction, continued pressure beyond that point can be coercive.

Incapacitation: A person cannot consent if they are unable to understand what is happening or are disoriented, helpless, asleep, or unconscious, for any reason, including by alcohol or other drug consumption. As stated above, a Respondent violates University policy if they engage in sexual activity with someone who is incapable of giving consent.

It is a defense to a sexual assault policy violation that the Respondent neither knew nor should have known the Complainant to be physically or mentally incapacitated. "Should have known" is an objective, reasonable person standard that assumes that a reasonable person is both sober and exercising sound judgment. Intoxication of the Respondent does not excuse the know or should have known standard.

Incapacitation occurs when someone cannot make rational, reasonable decisions because they lack the capacity to give knowing/informed consent (e.g., to understand the "who, what, when, where, why, or how" of their sexual interaction).

Incapacitation is determined through consideration of all relevant indicators of an individual's state and is not synonymous with intoxication, impairment, and/or being drunk.

The Equal Opportunity, Harassment (Sexual Misconduct), and Nondiscrimination Policy and Procedures covers a person whose incapacity results from a temporary or permanent physical or mental health condition, involuntary physical restraint, and/or the consumption of incapacitating substances.

Risk Reduction

With no intent to victim blame and recognizing that only abusers are responsible for their abuse, the following are some strategies to reduce one's risk of sexual assault or harassment (taken from Rape, Abuse, & Incest National Network, www.rainn.org)

1. Be aware of your surroundings. Knowing where you are and who is around you may help you to find a way to get out of a bad situation.
2. Try to avoid isolated areas. It is more difficult to get help if no one is around.
3. Walk with purpose. Even if you don't know where you are going, act like you do.
4. Trust your instincts. If a situation or location feels unsafe or uncomfortable, it probably isn't the best place to be.
5. Try not to load yourself down with packages or bags as this can make you appear more vulnerable.
6. Make sure your cell phone is with you and charged and that you have cab money.
7. Don't allow yourself to be isolated with someone you don't trust or someone you don't know.
8. Avoid putting music headphones in both ears so that you can be more aware of your surroundings, especially if you are walking alone.
9. When you go to a social gathering, go with a group of friends. Arrive together, check in with each other throughout the evening, and leave together. Knowing where you are and who is around you may help you to find a way out of a bad situation.
10. Trust your instincts. If you feel unsafe in any situation, go with your gut. If you see something suspicious, contact law enforcement immediately (local authorities can be reached by calling 9in most areas of the U.S.).
11. Don't leave your drink unattended while talking, dancing, using the restroom, or making a phone call. If you've left your drink alone, just get a new one.
12. Don't accept drinks from people you don't know or trust. If you choose to accept a drink, go with the person to the bar to order it, watch it being poured, and carry it yourself. At parties, don't drink from the punch bowls or other large, common open containers.
13. Watch out for your friends, and vice versa. If a friend seems out of it, is way too intoxicated for the amount of alcohol they've had, or is acting out of character, get him or her to a safe place immediately.
14. If you suspect you or a friend has been drugged, contact law enforcement immediately (local authorities can be reached by calling 9in most areas of the U.S.). Be explicit with doctors so they can give you the correct tests (you will need a urine test and possibly others).
15. If you need to get out of an uncomfortable or scary situation here are some things that you can try:
    a. Remember that being in this situation is not your fault. You did not do anything wrong; it is the person who is making you uncomfortable that is to blame.
    b. Be true to yourself. Don't feel obligated to do anything you don't want to do. "I don't want to" is always a good enough reason. Do what feels right to you and what you are comfortable with.
    c. Have a code word with your friends or family so that if you don't feel comfortable you can call them and communicate your discomfort without the person you are with knowing. Your friends or family can then come to get you or make up an excuse for you to leave.
    d. Lie. If you don't want to hurt the person's feelings it is better to lie and make up a reason to leave than to stay and be uncomfortable, scared, or worse. Some excuses you could use are: needing to take care of a friend or family member, not feeling well, having somewhere else that you need to be, etc.

16. Try to think of an escape route. How would you try to get out of the room? Where are the doors? Windows? Are there people around who might be able to help you? Is there an emergency phone nearby?
17. If you and/or the other person have been drinking, you can say that you would rather wait until you both have your full judgment before doing anything you may regret later.

We all have a part to play in the fight against sexual and relationship violence. The following are some things to keep in mind as you interact with peers or sexual/romantic partners.

- Always ask first. Listen for your partner's response, and take both verbal and nonverbal signs of reluctance or refusal seriously. If the response is not clear, ask again. Mixed messages from your partner are a clear indication that you should stop and talk about it. You have a responsibility to respect your partner's timeline for sexual activities with which they are comfortable.
- Respect the wishes of the person you are interacting with. Even if the person you are with initially gives permission, consent can be withdrawn at any time.
- Remember that prior sexual activity does not equal future consent. Consent must be obtained during every encounter and for every sexual act.
- Realize that alcohol and other drugs impair judgment and communication, making it difficult or impossible to obtain consent. Additionally, it is against the law and ATU policy to engage in sexual activity with someone who is incapacitated or incapable of saying "no."
- Trust your instincts. If you are uncomfortable or sense that you are in danger, leave as soon as you are able. In an emergency, you should always call 911.
- Be a role model and engage respectfully with others in the ATU community. Set high standards for your friend group and the larger University community, and model the conduct you expect from others.
- Be a leader. If you see concerning behavior, don't be afraid to intervene if it is safe to do so, and don't be afraid to contact Public Safety to assist. Speak out against harmful stereotypes and behaviors in conversations with peers and offer help to community members who may need it.
- Some students have a more difficult time reading social cues than others. If you are one of these people, it might be important that you rely less on non-verbal cues and practice good communication with your peer or sexual/romantic partner. If you think that you need to improve your communication skills, consider getting connected with Counseling and Disability Services.

Love Shouldn't Hurt

If you or someone you know are experiencing relationship or sexual violence, help is available through campus and community resources listed in this report.

Some red flags of abuse include:

- Controlling behavior
- Excessive or threatening contact through text messages, telephone calls, or other forms of communication
- Obsessive jealousy
- Physical violence such as hitting, slapping, punching, kicking, etc.
- Put downs and name-calling
- Sexual pressure
- Isolating their partner from friends and/or family
- Threatening to leave or take their own life

Some warning signs someone is being abused include:

- Making excuses for a partner's bad behavior
- Making excuses for injuries
- Fear of a dating partner
- Isolation from friends and/or family
- Skipping class, work, or social gatherings for no clear reason
- Noticeable changes in eating or sleeping patterns
- Alcohol and/or other drug abuse
- Loss of self-confidence
- Constantly checking in with their partner
- Depression and/or anxiety
- Drastic personality changes

Bystander Intervention

Bystanders play a critical role in the prevention of sexual and relationship violence. They are individuals who observe violence or witness the conditions that perpetuate violence. They are not directly involved but have the choice to intervene, speak up, or do something about it. The University promotes a culture of community accountability where bystanders are actively engaged in the prevention of violence without causing further harm. You may not always know what to do even if you want to help. In addition to reporting incidents to appropriate authorities, below are some ways in which individuals can take safe and positive steps to prevent harm and intervene when there is a risk of dating violence, domestic violence, sexual assault, or stalking against another person.

- If you or someone else is in immediate danger, dial 911. This could be when a person is yelling at or being physically abusive towards another and it is not safe for you to interrupt.
- Watch out for your friends and fellow students/employees. If you see someone who looks like they could be in trouble or need help, ask if they are ok.
- Confront people who seclude, hit on, and try to make out with, or have sex with people who are incapacitated.
- Speak up when someone discusses plans to take sexual advantage of another person.
- Believe someone who discloses sexual assault, abusive behavior, or experience with stalking.
- Refer people to on or off campus resources listed in this document for support in health, counseling, or with legal assistance.

Further information regarding bystander intervention may be found at www.atu.edu/jerrycares/bystander.php

PROGRAMS TO PREVENT DOMESTIC VIOLENCE, DATING VIOLENCE, SEXUAL ASSAULT, AND STALKING

The following sections of this report discuss the University's educational programs to promote the awareness of dating violence, domestic violence, sexual assault, and stalking; provides information concerning procedures students and employees should follow and the services available in the event they do become a victim of one of these offenses; and advises students and employees of the disciplinary procedures that will be followed after an allegation that one of these offenses has occurred.

PPAP (Primary Prevention and Awareness Programs) and OPAC (Ongoing Prevention and Awareness Campaigns) Programming Methods

The University engages in comprehensive, intentional, and integrated programming, initiatives, strategies, and campaigns intended to end dating violence, domestic violence, sexual assault, and stalking that:

- Are culturally relevant, inclusive of diverse communities and identities, sustainable, responsive to community needs, and informed by research, or assessed for value, effectiveness, or outcome; and
- Consider environmental risk and protective factors as they occur on the individual, relationship, institutional, community, and societal levels.

Arkansas Tech University requires educational programs to promote the awareness of rape, acquaintance rape, domestic violence, dating violence, sexual assault, and stalking. These educational programs include primary prevention and ongoing awareness programs for all incoming students and new employees which shall include:

- The statement that the University prohibits domestic violence, dating violence, sexual assault, and stalking;
- The jurisdictional definitions of domestic violence, dating violence, sexual assault, and stalking as well as the definition of "consent" in reference to sexual activity;
- The institution's definition of consent and the purposes for which that definition is used;
- Safe and positive options for bystander intervention that may be carried out by an individual to prevent harm or intervene in cases of a risk of domestic violence, dating violence, sexual assault, or stalking; and
- Information on risk reduction and how to recognize warning signs of abusive behavior and how to avoid potential attacks.

Ongoing prevention and primary prevention and awareness campaigns for students and faculty on all of the items above and information regarding:

- Procedures victims should follow if a crime of domestic violence, dating violence, sexual assault, or stalking occurs;
- How the University will protect the confidentiality of victims and other necessary parties;
- Existing counseling, health, mental health, victim advocacy, visa and immigration assistance, student financial aid, and other services available for victims, both within the University and in the community;
- Options for supportive measures, available assistance in, and how to request changes to academic, living, transportation, and working situations or protective measures; and
- Procedures for institutional disciplinary action in cases where there is a finding of dating violence, domestic violence, sexual assault, or stalking.

Educational programming and training are provided to faculty, staff, and students in an effort to create a University community free of sexual harassment, sexual assault (non-consensual sexual contact or intercourse), domestic violence, dating violence, stalking, and sexual exploitation or any other type of sexual misconduct.

The Jerry Cares campaign promotes shared responsibility by all members of the University community in an effort to reduce the risk of sexual and relationship violence and to equip members with the tools, training, and resources necessary to take action in stopping harassment (sexual misconduct). This includes prevention programs and educational training in risk reduction and bystander intervention, equipping members of the University community to play a role in preventing and interrupting incidents of sexual misconduct. Training, on-campus resources, and step-by-step procedures on how to report incidents of sexual misconduct are also provided. For more detailed information, please visit the Jerry Cares website at http://www.atu.edu/jerrycares/.

Primary Prevention and Awareness Program

The University conducts a Primary Prevention and Awareness Program (PPAP) for all incoming students and new employees. The PPAP advises campus community members that the University prohibits the offenses of dating violence, domestic violence, sexual assault, and stalking. They are also informed of the topics discussed below, including relevant definitions, risk reduction, and bystander intervention.

Specifically, the University offered the following **primary prevention and awareness programs for all incoming students** in 2025:

NAME OF PROGRAM	DATE HELD	LOCATION HELD	WHICH PROHIBITED BEHAVIOR* COVERED?
New Student Orientation	January 9, August 18	Hull Student Union	DoV, DaV, SA, S
All-Athlete Meeting	August 20	Witherspoon Auditorium	DoV, DaV, SA, S
New Transfer Student Orientation	August 19	Doc Bryan Building	DoV, DaV, SA, S
Arkansas Governor School Student Title IX Training	July 9	Witherspoon Auditorium	DoV, DaV, SA, S

*DoV means Domestic Violence, DaV means Dating Violence, SA means Sexual Assault and S means Stalking

The University offered the following **primary prevention and awareness programs for all new employees** in 2025:

NAME OF PROGRAM	DATE HELD	LOCATION HELD	WHICH PROHIBITED BEHAVIOR* COVERED?
Spring Semester Resident Assistant and Resident Director Training	January 6	Chambers Cafeteria	DoV, DaV, SA, S
New Employee Orientation	January 9, May 19, August 5, September 15, October 20, November 17	Chambers Cafeteria,RCB Building, Ross Pendergraft Library	DoV, DaV, SA, S
Summer Arkansas Governor's School Faculty and Residence Life Training	June 30, July 1, July 5	Doc Bryan Building, Rothwell Hall	DoV, DaV, SA, S
Summer Resident Assistant and Resident Director Training	May 9, July 8, July 10	Rothwell Hall	DoV, DaV, SA, S
Fall Semester Resident Assistant, Resident Director, and Orientation Leader Training	August 1	Doc Bryan Building	DoV, DaV, SA, S
New Faculty Academy	August 8	Brown Building	DoV, DaV, SA, S

*DoV means Domestic Violence, DaV means Dating Violence, SA means Sexual Assault and S means Stalking

Ongoing Prevention and Awareness Campaign

The University also conducts an Ongoing Prevention and Awareness Campaign (OPAC) aimed at all students and employees. This campaign covers the same material as provided in the PPAP but is intended to increase the understanding of students and employees on these topics and to improve their skills for addressing the offenses of dating violence, domestic violence, sexual assault, and stalking.

The University offered the following **ongoing awareness and prevention programs for students** in 2025:

NAME OF PROGRAM	DATE HELD	LOCATION HELD	WHICH PROHIBITED BEHAVIOR* COVERED?
Jerry Cares Campaign	Available year-round	Online www.atu.edu/jerrycares	DoV, DaV, SA, S
Campus Safety Walk	November 6	Hindsman Bell Tower	DoV, DaV, SA, S
Out of the Darkness Walk	April 11	Hindsman Bell Tower	DoV, DaV, SA, S
Self Defense Course	March 30, September 26	Ferguson Student Union, Public Safety Building	DoV, DaV, SA, S
Rally Against Violence	March 3	Hindsman Bell Tower	DoV, DaV, SA, S
RespectEdu (Sexual Assault Prevention Online Course) (Vector Solutions)	Offered year-round	Online	DoV, DaV, SA, S
Student Athlete Meetings 2025	August 20	Witherspoon Auditorium	DoV, DaV, SA, S
Title IX Campus-Wide Presentations	April 3 April 8 April 17 April 23 August 18 September 11	Hull Student Union Rothwell Tucker Coliseum	DoV, DaV, SA, S
Spring Semester Title IX Tabling Event	April 2 April 7 April 14 April 17 April 22 April 30	Chambers Cafeteria	DoV, DaV, SA, S
Fall Semester Title IX Tabling Event	August 18 August 21	El Paso Avenue Chambers Cafeteria	DoV, DaV, SA, S
Greek 101 Public Safety Presentation	October 13	Rothwell	DoV, DaV, SA, S
Tech 1001 Public Safety Presentation	September 2, 15, 29, 30; October 6, 7, 21	Rothwell Hall RCB Building	DoV, DaV, SA, S
Cheer Team Title IX Training	July 18	Hull Building	DoV, DaV, SA, S
Greek 101 Title IX Presentation	October 13, February 2	Ross Pendergraft Library	DoV, DaV, SA, S

*DoV means Domestic Violence, DaV means Dating Violence, SA means Sexual Assault and S means Stalking

The University offered the following **ongoing awareness and prevention programs for employees** in 2025:

NAME OF PROGRAM	DATE HELD	LOCATION HELD	WHICH PROHIBITED BEHAVIOR* COVERED?
Annual Board / Title IX Team Training	August 18-19	RCB Building	DoV, DaV, SA, S
Counseling Center Staff Title IX Training	July 26	Doc Bryan Building	DoV, DaV, SA, S
Campus Safety Walk	November 6	Hindsman Bell Tower	DoV, DaV, SA, S
Title IX Campus-Wide Presentations	April 3, 8, 17, 23; August 18 September 11	Hull Student Union Rothwell Tucker Coliseum	DoV, DaV, SA, S
Spring Semester Title IX Tabling Event	April 2, 7, 14, 17, 22, 30	Chambers Cafeteria	DoV, DaV, SA, S
Fall Semester Title IX Tabling Event	August 18 August 21	El Paso Avenue Chambers Cafeteria	DoV, DaV, SA, S
Department of Public Safety Title IX and Clery Act Training	August 7	RCB Building	DoV, DaV, SA, S
Jerry Cares Campaign	Available year-round	Online www.atu.edu/jerrycares	DoV, DaV, SA, S
Self Defense Course	March 30 September 26	Ferguson Student Union Public Safety Building	DoV, DaV, SA, S
Rally Against Violence	March 3	Hindsman Bell Tower	DoV, DaV, SA, S
RespectEdu (Sexual Assault Prevention Online Course) (Vector Solutions)	Offered year-round	Online	DoV, DaV, SA, S

*DoV means Domestic Violence, DaV means Dating Violence, SA means Sexual Assault and S means Stalking

Other Information Covered by the PPAP

The PPAP also provides information on possible sanctions and protective (supportive) measures that may be imposed following a determination that an offense of dating violence, domestic violence, sexual assault, or stalking has occurred, an explanation of the disciplinary procedures that will be followed when one of these offenses is alleged, the rights of the parties in such a proceeding, available resources, and other pertinent information. Much of this information is set forth in the upcoming sections of this report.

PROCEDURES THE UNIVERSITY WILL FOLLOW WHEN A CRIME OF DOMESTIC VIOLENCE, DATING VIOLENCE, SEXUAL ASSAULT, AND STALKING IS REPORTED

The University has procedures in place that serve to be sensitive to victims who report sexual assault, domestic violence, dating violence, and stalking, including informing individuals about their right to file criminal charges as well as the availability of counseling, health, mental health, victim advocacy, legal assistance, visa and immigration assistance, student financial aid, and other services on and/or off campus as well as additional remedies to prevent contact between a complainant and an accused party, such as changes to housing, academic, protective orders, transportation and working situations, if reasonably available. The University will make such accommodations or protective measures, if the victim requests them and if they are reasonably available, regardless of whether the victim chooses to report the crime to the Department of Public Safety or local law enforcement. Students and employees should contact the Title IX Coordinator at Doc Bryan Student Services Center, Suite 233, or by calling (479) 964-0583, ext. 4714.

If a report of domestic violence, dating violence, sexual assault, or stalking is reported to the University, below are the procedures that the University will follow.

Procedure Institution Will Follow

INCIDENT BEING REPORTED	PROCEDURE INSTITUTION WILL FOLLOW
Sexual Assault	1. Depending on when reported (immediate vs delayed report), ATU will provide the complainant with access to medical care and/or medical referrals. 2. ATU will assess the safety needs of complainant 3. ATU will assist the complainant with contacting local police if the complainant requests and will provide the complainant with contact information for local law enforcement 4. ATU will provide the complainant with referrals to mental health providers 5. ATU will assess the need to implement interim or long-term supportive protective measures 6. ATU will provide the complainant with a written explanation of their rights and options 7. ATU will provide written information to the complainant on how to preserve evidence 8. ATU will issue a campus ban and/or emergency removal to the respondent if deemed appropriate 9. ATU will provide written instructions on how to apply for a protective order 10. ATU will provide a copy of the Equal Opportunity, Harassment (Sexual Misconduct), and Nondiscrimination Policy and Procedures to the complainant and provide them with information regarding timeframes for inquiry, investigation, and resolution 11. ATU will inform the complainant of the outcome of the investigation, whether or not the respondent will be administratively charged and what the outcome of the hearing is 12. ATU will enforce the anti-retaliation policy and take immediate and separate action against parties that retaliate against a person for reporting and/or filing a complaint of sex-based discrimination or harassment or for assisting in the investigation

INCIDENT BEING REPORTED	PROCEDURE INSTITUTION WILL FOLLOW
Stalking	1. ATU will assess the safety needs of complainant 2. ATU will assist the complainant with contacting local police if the complainant requests and will provide the complainant with contact information for local law enforcement 3. ATU will provide the complainant with referrals to mental health providers 4. ATU will provide written instructions on how to apply for a protective order 5. ATU will provide written information to the complainant on how to preserve evidence 6. ATU will assess the need to implement interim or long-term supportive protective measures 7. ATU will provide the complainant with a written explanation of their rights and options 8. ATU will issue a campus ban and/or emergency removal to the respondent if deemed appropriate 9. ATU will provide a copy of the Equal Opportunity, Harassment (Sexual Misconduct), and Nondiscrimination Policy and Procedures to the complainant and provide them with information regarding timeframes for inquiry, investigation, and resolution 10. ATU will inform the complainant of the outcome of the investigation, whether or not the respondent will be administratively charged and what the outcome of the hearing is 11. ATU will enforce the anti-retaliation policy and take immediate and separate action against parties that retaliate against a person for reporting and/or filing a complaint of sex-based discrimination or harassment or for assisting in the investigation

INCIDENT BEING REPORTED	PROCEDURE INSTITUTION WILL FOLLOW
Dating Violence	1. ATU will assess the safety needs of complainant 2. ATU will assist the complainant with contacting local police if the complainant requests and will provide the complainant with contact information for local law enforcement 3. ATU will provide the complainant with referrals to mental health providers 4. ATU will provide written instructions on how to apply for a protective order 5. ATU will provide written information to the complainant on how to preserve evidence 6. ATU will assess the need to implement interim or long-term supportive protective measures 7. ATU will provide the complainant with a written explanation of their rights and options 8. ATU will issue a campus ban and/or emergency removal to the respondent if deemed appropriate 9. ATU will provide a copy of the Equal Opportunity, Harassment (Sexual Misconduct), and Nondiscrimination Policy and Procedures to the complainant and provide them with information regarding timeframes for inquiry, investigation, and resolution 10. ATU will inform the complainant of the outcome of the investigation, whether or not the respondent will be administratively charged and what the outcome of the hearing is 11. ATU will enforce the anti-retaliation policy and take immediate and separate action against parties that retaliate against a person for reporting and/or filing a complaint of sex-based discrimination or harassment or for assisting in the investigation

INCIDENT BEING REPORTED	PROCEDURE INSTITUTION WILL FOLLOW
Domestic Violence	1. ATU will assess the safety needs of complainant 2. ATU will assist the complainant with contacting local police if the complainant requests and will provide the complainant with contact information for local law enforcement 3. ATU will provide the complainant with referrals to mental health providers 4. ATU will provide written instructions on how to apply for a protective order 5. ATU will provide written information to the complainant on how to preserve evidence 6. ATU will assess the need to implement interim or long-term supportive protective measures 7. ATU will provide the complainant with a written explanation of their rights and options 8. ATU will issue a campus ban and/or emergency removal to the respondent if deemed appropriate 9. ATU will provide a copy of the Equal Opportunity, Harassment (Sexual Misconduct), and Nondiscrimination Policy and Procedures to the complainant and provide them with information regarding timeframes for inquiry, investigation, and resolution 10. ATU will inform the complainant of the outcome of the investigation, whether or not the respondent will be administratively charged and what the outcome of the hearing is 11. ATU will enforce the anti-retaliation policy and take immediate and separate action against parties that retaliate against a person for reporting and/or filing a complaint of sex-based discrimination or harassment or for assisting in the investigation

Procedures to Follow if You are a Victim of Dating Violence, Domestic Violence, Sexual Assault, or Stalking

The University strongly encourages reporting of any form of gender-based discrimination or harassment, including sexual assault, domestic violence, dating violence, and stalking

If you have been the victim of domestic violence, dating violence, sexual assault, or stalking, you should report the incident promptly to the Title IX Coordinator (listed below) by calling, writing or coming into the office to report in person and the Department of Public Safety (if the victim so desires.) Reports of all domestic violence, dating violence, sexual assault, and stalking made to the Department of Public Safety will automatically be referred to the Title IX Coordinator for investigation regardless of if the complainant choses to pursue criminal charges.

Report Online

Victims can report online at the following link:
https://cm.maxient.com/reportingform.php?ArkansasTechUniv&layout_id=2

Anonymous reports are accepted via this reporting mechanism but can give rise to a need to investigate. The University tries to provide supportive measures to all Complainants, which is impossible with an anonymous report. Reporting carries no obligation to initiate a formal response. The University respects Complainant requests to dismiss complaints unless there is a compelling threat to health and/or safety. Anonymous reports may be used for Clery Act data collection purposes.

Report to a University Employee

Complaints or notice of alleged violations of the Equal Opportunity, Harassment (Sexual Misconduct), and Nondiscrimination Policy and Procedures, may be made to the following employees, which triggers the obligation for the University to respond:

Stacy Galbo
Title IX Coordinator
Student Affairs
[Focus – Gender discrimination, including sexual misconduct]
Doc Bryan Student Services Center, Suite 233
1605 Coliseum Drive
Russellville, AR 72801
(479) 964-0583 ext. 4717
sgalbo2@atu.edu

Kathleen Martin
Director of Human Resources, EEO Officer / Deputy Title IX Coordinator
Human Resources
[Focus – All types of protected class discrimination]
Brown Building, Suite 420
(479) 968-0396 ext. 2678
kmartin51@atu.edu

Sandra Patterson
HR Officer and Deputy Title IX Coordinator-Ozark Campus
Human Resources
[Focus – All types of protected class discrimination]
Technology and Academic Support Building, Room 154
(479) 667-2117 ext. 6536
spatterson8@atu.edu

Ashlee Leavell
Assistant Dean for Student Wellness and Deputy Title IX Coordinator
Disability and Testing Services
[Focus – Discrimination based upon pregnancy]
Doc Bryan Student Services Center, Suite 141
(479) 968-0302
sleavell8@atu.edu

In addition to the Title IX team members listed above, the following Officials with Authority listed below may also accept notice or written complaints on behalf of ATU:

Hunter Bramlitt
Associate Dean for Student Wellness and ADA/504 Coordinator
Health and Wellness Center
[Focus – Discrimination and/or harassment based upon disability]
Doc Bryan Student Services Center, Suite 119
(479) 968-0329
jbramlitt@atu.edu

Will Cooper
Associate Dean for Student Conduct
Student Conduct
Doc Bryan Student Services Center, Suite 233
(479) 968-0334
wcooper@atu.edu

William Titsworth
Assistant Dean for Student Conduct/Lead Investigator
Student Conduct and Title IX Office
Doc Bryan Student Services Center, Suite 233
(479) 498-6083
wtitsworth@atu.edu

Tammy Dougan
Chief of Public Safety
Department of Public Safety, 716 North El Paso Avenue
Russellville, AR 72801
(479) 968-0222
tdougan@atu.edu

These employees typically work Monday-Friday from 8:00 am until 5:00 pm. Reports may be made (including leaving messages during non-business hours) by using the telephone number or email address, or by mail to the office address, listed for the Title IX Coordinator or any other official listed. In case of emergency or for immediate assistance, please dial 911.

Mandated Reporters

The University has also classified many employees as Responsible Employees. These employees are mandated to share any report or knowledge they have that a member of the University community is experiencing harassment, discrimination, and/or retaliation with the Title IX Coordinator. Responsible Employees include the following:

- President
- Chancellor
- Vice Presidents
- Chief Officers
- Associate Vice Presidents
- Assistant Vice Presidents
- Academic Dean
- Academic Department Heads and Program Chairs
- Dean of Students
- Associate Deans
- Assistant Deans
- Area Coordinators
- Athletic Director
- Head Coaches
- Assistant Coaches
- Faculty Advisors for Student Groups
- Employees in the Department of Public Safety
- Resident Directors
- Resident Assistants

Report to Law Enforcement

Arkansas Tech University Public Safety: Russellville Campus

716 North El Paso Avenue
Russellville, AR 72801
911 or (479) 968-0222
Hours: 24 hours a day, 7 days a week

Off-Campus: Russellville Police Department

115 West H Street
Russellville, AR 72801
911 or (479) 968-3232

To make a police report, a victim should contact the local police agency listed above either by phone or in-person. The victim should provide as much information as possible, including name, address, and when and what occurred, to the best of the victim's ability.

Victims will be notified in writing of the procedures to follow, including:

1. To whom and how the alleged offense should be reported (contact the Title IX Coordinator or refer to the other resources listed in this report).
2. The importance of preserving evidence that may be necessary to prove the offense in a criminal proceeding or disciplinary action or to obtain a protective order.
3. The victim's options regarding notification to law enforcement, which are: (a) the option to notify either on-campus or local police; (b) the option to be assisted by campus security authorities (such as the individuals listed above) in notifying law enforcement if the victim so chooses (the institution is obligated to comply with such a request if it is made); and (c) the option to decline to notify such authorities.
4. Where applicable, the rights of victims and the institution's responsibilities regarding orders of protection, no contact orders, restraining orders, or similar lawful orders issued by a criminal, civil, or tribal court.

Medical Assistance

After an incident of sexual assault, dating violence or domestic violence, the victim should consider seeking medical assistance as soon as possible by dialing 911 or going directly to the hospital. Emergency Room staff at St. Mary's Regional Medical Center (1808 West Main Street in Russellville) and Mercy Hospital (801 West River in Ozark) are equipped with the supplies necessary to collect and preserve forensic evidence (sometimes called a "rape kit"). They are also able to treat any possible injuries, provide preventative treatment for sexually transmitted infections, and offer other health services.

If you have experienced a form of harassment (sexual misconduct) such as sexual assault, please consider your options. Even if you do not believe you have urgent medical needs, it is crucial that you obtain medical attention as soon as possible after experiencing a sexual assault or other forms of harassment (sexual misconduct) to determine the possibilities of physical injury and to prevent or treat sexually transmitted infections. You may need immediate care, and you have both on- and off-campus resources available to you.

If you have questions about your medical options, you can discuss them with the following resources:

- Title IX staff at Arkansas Tech University
- Counselors or nurses in the Arkansas Tech University Health and Wellness Center: (479) 968-0329 (8am - 5pm Monday-Friday)
- Ozark Rape Crisis Center: (800) 818-1189 (24-hour hotline)

On-Campus Medical Care

The Health and Wellness Center at Arkansas Tech University can help survivors of sexual misconduct sort through their feelings and begin the recovery process. The professionals at Counseling Services are trained to provide crisis intervention on short term and emergency issues. Counseling Services can also provide referral services for outside providers, law enforcement, and Title IX. Staff in the Health and Wellness Center can provide:

- Counseling services (free for all students);
- Sexually transmitted infection testing and treatment; and
- Women's health services.

Preservation of Evidence & Forensic Examinations

The preservation of evidence is critical to potential criminal prosecution and to obtaining restraining orders/orders of protection and is particularly time sensitive. Complainants should consider preserving evidence by taking the following actions:

- Evidence in the form of text and voice messages will be lost in most cases if the Complainant changes their phone number.
  - Make secondary recording of any voice messages and/or save the audio files to a cloud server.
  - Take screenshots and/or a video recording of any text messages or other electronic messages (e.g., Instagram, Snapchat, Facebook).
- Save copies of email and social media correspondence, including notifications related to account access alerts.
- Take timestamped photographs of any physical evidence including notes, gifts, etc. in place when possible.
- Save copies of any messages, to include those showing any request for no further contact.
- Obtain copies of call logs showing the specific number being used rather than a saved contact name if possible.

In cases of sexual assault, these additional actions should be considered:

1. Seek forensic medical assistance at a local hospital, ideally within 96 hours of the incident (sooner is better), and this exam is paid for by the State of Arkansas.
2. Avoid urinating, showering, bathing, washing hands or face, or douching, if possible, but evidence may still be collected even if you do.
3. If oral sexual contact took place, refrain from smoking, eating, drinking, or brushing teeth.
4. If clothes are changed, place soiled clothes in a paper bag (plastic destroys evidence).
5. Seeking medical treatment can be essential even if it is not for the purposes of collecting forensic evidence.

Remember: You have up to 96 hours after the assault to have potential evidence collected. Evidence can be collected after this window but sooner is better. Just because you have evidence collected does not mean that you are required to pursue criminal charges or a Title IX complaint. Preservation of evidence does, however, keep the option open for you while you make your decision. Click here for more information about medical assistance from the Title IX resource page.

Confidential Support

Whether you decide to report or not, ATU wants to ensure that you are supported. We urge you to speak about what happened with someone you trust who can support you emotionally and help you develop a plan. This person could be a friend, family member, pastor, mentor, advocate from the Ozark Rape Crisis Center, counselor in the Health and Wellness Center, the Title IX Coordinator, or someone else who will be able to support you during this time.

Confidential counseling services are available through the Arkansas Tech University Health and Wellness Center in the Doc Bryan Student Services Center, Suite 119. To schedule an appointment or for more information, please contact the Health and Wellness Center at (479) 968-0329.

The following licensed counselors offer confidential counseling for students at Arkansas Tech:

- Hunter Bramlitt, jbramlitt@atu.edu
- Janis Taylor, jtaylor78@atu.edu
- Leann Watson, lwatson12@atu.edu
- Dillon Webster, dwebster@atu.edu
- Lindsay Keeter, lkeeter1@atu.edu

Information about Legal Protection Orders

The University complies with Arkansas law in recognizing orders of protection. Any person who obtains an order of protection from Arkansas should provide a copy to the Department of Public Safety and the Title IX Coordinator. A Complainant may then meet with the Department of Public Safety and University administrators to develop a safety plan, which is a plan for the victim to reduce risk of harm while on campus or coming and going from campus. This plan may include, but is not limited to escorts, special parking arrangements, changing classroom location or workplace location, allowing a student to complete assignments from home, changing work schedules, etc. The University may issue a no contact directive at the request of the victim or accused if deemed appropriate. If the University receives a report that a no contact order has been violated, the University will initiate disciplinary proceedings appropriate to the status of the accused (student, employee, etc.) and will impose sanctions if the accused is found responsible for violating the no contact directive.

The University cannot apply for a legal order of protection or restraining orders for a victim from the applicable jurisdiction(s), and the University does not issue them (although it does issue no contact directives, as mentioned above). The victim is required to apply directly for these services in conjunction with an official police report. Protection orders may be available through the Fifth Judicial District Court of Arkansas. The Complainant is required to apply directly for these services and/or protection orders at the following locations.

Pope County Prosecuting Attorney:

100 West Main Street, Russellville, AR 72801
Phone: (479) 968-8600
Fax: (479) 967-1086
Services Provided: Victim Assistance, Orders of Protection

Russellville City Attorney:

203 South Commerce Avenue, Russellville, AR 72801
Phone: (479) 967-3186
Services Provided: Restraining Orders, Warrants

Available Victim Services – On and Off Campus

Upon receipt of a report of domestic violence, dating violence, sexual assault, or stalking, Arkansas Tech University will provide written notification to students and employees about existing counseling, health, mental health, victim advocacy, visa and immigration assistance, student financial aid, other services available to them, both within the University and in the surrounding community and assistance in notifying appropriate local law enforcement. Those services include:

University Resources (on-campus assistance):

ON CAMPUS	TYPE OF SERVICES AVAILABLE	SERVICE PROVIDER	CONTACT INFORMATION
Counseling	Individual, couple, and group counseling; crisis intervention	ATU Counseling Services	(479) 968-0329 Doc Bryan, Suite 119
Health	Minor illness and injury treatment, preventive services, medication management, wellness coaching	ATU Health Services	(479) 968-0329 Doc Bryan, Suite 119
Mental Health	Relaxation room, peer health services	ATU Counseling Services	(479) 968-0329 Doc Bryan, Suite 119
University Assistance	Investigation of Title IX cases, resources, supportive measures	ATU Title IX Office	(479) 964-0593 ext. 4714 Doc Bryan, Suite 233
Visa and Immigration Assistance	International student assistance	ATU International Students and Scholars	(479) 964-0832 Dean Hall, Suite 116
Student Financial Aid	Student financial needs	ATU Financial Aid Office	(479) 968-0399 Brown Building, Suite 206
Housing Services	Housing arrangements	ATU Residence Life	(479) 968-0376 Doc Bryan, Suite 153
Legal Assistance	None available	N/A	N/A

State/Local Resources (off-campus assistance):

OFF CAMPUS	TYPE OF SERVICES AVAILABLE	SERVICE PROVIDER	CONTACT INFORMATION
Counseling	Counseling, psychiatry, medication management	multiple	Community Counseling Resources
Health	Emergency services, preventative services, health services, birth control, STD testing	multiple	Community Health Resources
Victim Advocacy	Domestic violence victim assistance, sexual assault victim assistance, crime victim reparations	Crime Victim Assistance Association of Arkansas	Victim Resources
Legal Assistance	Legal aid services	Arkansas Legal Aid Services	(501) 376-3423 or 1-800-952-9243
Visa and Immigration Assistance	Visa and immigration assistance	Department of Homeland Security	1-800-375-5283
County Prosecutor	Victim advocacy and legal services	Pope County Prosecutor's Office	(479) 968-8600 100 West Main Street Russellville, AR 72801
Shelter	Women's shelter	River Valley Shelter	(479) 968-3310 (24/7)
Student Financial Aid	Student financial needs	Federal Student Aid Website	www.studentaid.gov
Victim Advocacy	Sexual assault and domestic violence assistance	Ozark Rape Crisis Center	1-800-818-1189 (24/7)

National Resources:

- National Domestic Violence Hotline: 1-800-799-7233
- National Sexual Assault Hotline: 1-800-656-4673
- Rape, Abuse, and Incest National Network (RAINN): https://www.rainn.org/
- US Department of Justice Office on Violence Against Women: https://www.justice.gov/ovw
- National Coalition Against Domestic Violence: http://www.ncadv.org/
- National Sexual Violence Resource Center: http://www.nsvrc.org/
- U.S. Citizenship and Immigration Services: https://www.uscis.gov/
- Immigration Advocates Network: https://www.immigrationadvocates.org/

Accommodations and Protective Measures

The University will offer and implement appropriate and reasonable supportive measures to the parties upon receiving notice of alleged harassment, discrimination, and/or retaliation.

Supportive measures are non-disciplinary, non-punitive individualized services offered as appropriate, as reasonably available. They are offered without fee or charge to the parties, to restore or preserve access to the University's education program or activity, including measures designed to protect the safety of all parties or the University's educational environment and/or to deter harassment, discrimination, and/or retaliation.

The Title IX Coordinator promptly makes supportive measures available to the parties upon receiving notice or a complaint. At the time that supportive measures are offered, the University will inform the Complainant, in writing, that they may file a formal complaint with Arkansas Tech University either at that time or in the future, if they have not done so already. The Title IX Coordinator works with the Complainant to ensure that their wishes are taken into account with respect to any planned and implemented supportive measures.

The University will maintain the confidentiality of the supportive measures, provided that confidentiality does not impair the University's ability to provide these supportive measures.

The University will strive for as minimal an academic/occupational impact on the parties as possible. Arkansas Tech University will implement measures in a way that does not unreasonably burden the other party.

These actions may include, but are not limited to:

- Referral to counseling, medical, and/or other healthcare services
- Referral to community-based service providers
- Visa and immigration assistance
- Student financial aid counseling
- Education to the institutional community or community subgroup(s)
- Altering campus housing assignment(s)
- Altering work arrangements for employees or student-employees
- Safety planning
- Providing campus safety escorts
- Providing transportation accommodations
- Implementing contact limitations (no contact directives) between the parties
- Academic support, extensions of deadlines, or other course/program-related adjustments
- Campus ban letters
- Timely warnings
- Class schedule modifications, withdrawals, or leaves of absence
- Increased security and monitoring of certain areas of the campus
- Any other actions deemed appropriate by the Title IX Coordinator or the EEO Officer

Violations of no contact directives will be referred to appropriate student or employee conduct processes for enforcement.

Procedures for Disciplinary Action

Allegations of domestic violence, dating violence, sexual assault, or stalking will be processed through the University's Equal Opportunity, Harassment (Sexual Misconduct), and Nondiscrimination Policy and Procedures. Investigators will be responsible for conducting the prompt, fair, and impartial investigation of complaints filed with the University. These procedures apply to all students, faculty, and staff of the University.

Filing a Formal Complaint

Complaints or notice of alleged policy violations may be made to the following employees, which triggers the obligation for the University to respond:

Stacy Galbo
Title IX Coordinator
Student Affairs
[Focus – Gender discrimination, including sexual misconduct]
Doc Bryan Student Service Center, Suite 233
Russellville, AR 72801
(479) 964-0583 ext. 4717
sgalbo2@atu.edu

Kathleen Martin
Director of Human Resources and EEO Officer / Deputy Title IX Coordinator
Human Resources
[Focus – All types of protected class discrimination]
Human Resources, Brown Building, Suite 420
Russellville, AR 72801
(479) 968-0396 ext. 2678
kmartin51@atu.edu

Sandra Patterson
HR Officer and Deputy Title IX Coordinator/Investigator
Human Resources
[Focus – All types of protected class discrimination]
Technology and Academic Support Building, Room 154
Ozark, AR 72949
(479) 667-2117 ext. 6536
spatterson8@atu.edu

Ashlee Leavell
Assistant Dean for Student Wellness and Deputy Title IX Coordinator
[Focus – Discrimination based upon pregnancy]
Disability and Testing Services
Doc Bryan Student Services Center, Suite 141
Russellville, AR 72801
(479) 968-0302
sleavell8@atu.edu

All reports of domestic violence, dating violence, sexual assault, and stalking made to Public Safety will automatically be referred to the Title IX Coordinator for review regardless of whether the Complainant chooses to pursue criminal charges.

In addition to the Title IX Team members listed above, the following Officials with Authority listed below may also accept notice or complaints on behalf of Arkansas Tech University:

Hunter Bramlitt
Associate Dean for Student Wellness and ADA/504 Coordinator
[Focus-Discrimination and/or harassment based upon disability]
Health and Wellness Center Doc Bryan Student Services Center, Suite 119
Russellville, AR 72801
(479) 968-0329
jbramlitt@atu.edu

Will Cooper
Associate Dean for Student Conduct
Doc Bryan Student Services Center, Student Conduct, Suite 233
Russellville, AR 72801
(479) 968-0334
wcooper@atu.edu

William Titsworth
Assistant Dean for Student Conduct/Lead Investigator
Doc Bryan Student Services Center, Student Conduct and Title IX Office, Suite 233
Russellville, AR 72801
(479) 498.6083
wtitsworth@atu.edu

Tammy Dougan
Chief of Public Safety
Department of Public Safety, 716 North El Paso Avenue
Russellville, AR 72801
(479) 968-0222
tdougan@atu.edu

These employees typically work Monday-Friday from 8:00 am until 5:00 pm. Reports may be made (including leaving messages during non-business hours) by using the telephone number or email address, or by mail to the office address, listed for the Title IX Coordinator or any other official listed. In case of emergency or for immediate assistance, please dial 911.

The University has also classified many employees as Responsible Employees. These employees are mandated to share any report or knowledge they have that a member of the ATU community is experiencing harassment, discrimination, and/or retaliation with the Title IX Coordinator.

Report online, using the reporting form posted at https://cm.maxient.com/reportingform.php?ArkansasTechUniv&layout_id=2.

Anonymous reports are accepted via this reporting mechanism but can give rise to a need to investigate. Arkansas Tech University tries to provide supportive measures to all Complainants, which is impossible with an anonymous report. Reporting carries no obligation to initiate a formal response. Arkansas Tech University respects Complainant requests to dismiss complaints unless there is a compelling threat to health and/or safety.

A formal complaint means a document submitted or signed by the Complainant or signed by the Title IX Coordinator alleging a policy violation by a Respondent and requesting that Arkansas Tech University investigate the allegation(s). A complaint may be filed with the Title IX Coordinator in person, by mail, or by electronic mail, by using the contact information in the section immediately above, or as described in this section. As used in this paragraph, the phrase "document filed by a Complainant" means a written document or electronic submission (such as by electronic mail or through an online portal provided for this purpose by Arkansas Tech University) that contains the Complainant's physical or digital signature, or otherwise indicates that the Complainant is the person filing the complaint and requests that Arkansas Tech University investigate the allegations. If notice is submitted in a form that does not meet this standard, the Title IX Coordinator will contact the Complainant to ensure that it is filed correctly.

Request Not to Pursue a Complaint

A Complainant may determine after filing a Complaint that he or she does not wish to pursue resolution of the formal complaint through the University. The University takes such requests seriously. However, such individuals are advised that such requests may limit the University's ability to take action in response to a complaint.

The University must dismiss a formal complaint or any allegations therein if, at any time during the investigation or hearing, it is determined that:

1. The conduct alleged in the formal complaint would not constitute sexual harassment as defined, even if proved; and/or
2. The conduct did not occur in an employment or educational program, or activity controlled by Arkansas Tech University (including buildings or property controlled by recognized student organizations), and/or Arkansas Tech University does not have control of the Respondent; and/or
3. The conduct did not occur against a person in the United States; and/or
4. At the time of filing a formal complaint, the Complainant is not participating in or attempting to participate in the education program or activity of Arkansas Tech University, and based on the information available, the Title IX Coordinator has determined that they do not need to sign a formal complaint on the behalf of ATU.

The University may dismiss a formal complaint or any allegations therein if, at any time during the investigation or hearing:

1. A Complainant notifies the Title IX Coordinator in writing that the Complainant would like to withdraw the formal complaint or any allegations therein; or
2. The Respondent is no longer enrolled in or employed by Arkansas Tech University; or
3. Specific circumstances prevent Arkansas Tech University from gathering evidence sufficient to reach a determination as to the formal complaint or allegations therein.

Upon any dismissal, the University will promptly send written notice of the dismissal and the rationale for doing so to the parties on the same day.

Even if dismissed, the complaint may also be used as an anonymous report for data collection purposes under the Clery Act.

Investigation

The Title IX Coordinator will provide written Notice of the Investigation and Allegations (the "NOIA") to the Respondent upon commencement of the Formal Complaint Resolution Process. The NOIA is also copied to the Complainant, who is to be given advance notice of when the NOIA will be delivered to the Respondent.

The NOIA will include:

- A meaningful summary of all of allegations,
- The identity of the involved parties (if known),
- The precise misconduct being alleged,
- The date and location of the alleged incident(s) (if known),
- The specific policies implicated,
- A description of the applicable procedures,
- A statement of the potential sanctions/responsive actions that could result,
- A statement that the University presumes the Respondent is not responsible for the reported misconduct unless and until the evidence supports a different determination,
- A statement that determinations of responsibility are made at the conclusion of the process and that the parties will be given an opportunity to inspect and review all directly related and/or relevant evidence obtained,
- A statement about the University's policy on retaliation,
- Information about the confidentiality of the process,
- Information on the need for each party to have an Advisor of their choosing and suggestions for ways to identify an Advisor,
- A statement informing the parties that the University's policy prohibits knowingly making false statements, including knowingly submitting false information during the resolution process,
- Detail on how the party may request disability accommodations during the resolution process,
- The name(s) of the Investigator(s), along with a process to identify, in advance of the interview process, to the Title IX Coordinator any conflict of interest that the Investigator(s) may have, and
- An instruction to preserve any evidence that is directly related to the allegations.

Amendments and updates to the NOIA may be made as the investigation progresses and more information becomes available regarding the addition or dismissal of various charges.

Notice will be made in writing and may be delivered by one or more of the following methods: in person, mailed to the local or permanent address(es) of the parties as indicated in official the University records, or emailed to the parties' University issued email or designated accounts. Once mailed, emailed, and/or received in-person, notice will be presumptively delivered.

If the Complainant prefers an Informal Resolution option or a Formal Complaint Resolution Process and the Title IX Coordinator initially determines that the alleged misconduct falls within the scope of the 2020 Title IX regulations, the Title IX Coordinator will attempt to meet with the Respondent to provide them with a copy of the Formal Complaint, discuss and offer supportive measures, ensure the Respondent is aware of the right to have an Advisor, and to review the ATU First Conversation Checklist. After the Title IX Coordinator provides the Respondent with a copy of the Formal Complaint, the Respondent has five (5) business days to respond, in writing, to the Formal Complaint submitted by the Complainant. This information is used as part of the Title IX Coordinator's initial assessment of the alleged misconduct.

Both the Complainant and the Respondent will be individually interviewed as a part of the investigation as will any witnesses or persons who have information related to the Complaint. Documents relevant to the Complaint will also be examined.

The Investigator(s) typically takes the following steps, if not already completed (not necessarily in this order):

- Determine the identity and contact information of the Complainant
- Assist the Title IX Coordinator, if needed, with identifying all policies implicated by the alleged misconduct and notify the Complainant and Respondent of all of the specific policies implicated
- Assist the Title IX Coordinator, if needed, with conducting an initial assessment to determine if the allegations indicate a policy violation
- Commence a thorough, reliable, and impartial investigation by identifying issues and developing a strategic investigation plan, including a witness list, evidence list, intended investigation timeframe, and order of interviews for all parties and witnesses
- Provide each interviewed party and witness an opportunity to review and verify the Investigator's summary notes of the relevant evidence/testimony from their respective interviews and meetings
- Make good faith efforts to notify the parties of any meeting or interview involving the other party, in advance when possible
- When participation of a party is expected, provide that party with written notice of the date, time, and location of the meeting, as well as the expected participants and purpose
- Interview all available, relevant witnesses and conduct follow-up interviews as necessary
- Allow each party the opportunity to suggest witnesses and questions they wish the Investigator(s) to ask of the other party and/or witnesses, and document in the report which questions were asked, with a rationale for any changes or omissions
- Complete the investigation promptly without unreasonable deviation from the intended timeline
- Provide regular status updates to the parties throughout the investigation
- Prior to the conclusion of the investigation, provide the parties and their respective Advisors (if so desired by the parties) with a list of witnesses whose information will be used to render a finding within the draft investigation report
- Write a comprehensive investigation report fully summarizing the investigation, all witness interviews, and addressing all relevant evidence. Appendices including relevant physical or documentary evidence will be included
- Gather, assess, and synthesize evidence, but make no conclusions, and render no recommendations as part of their report
- Prior to the conclusion of the investigation, provide the parties and their respective Advisors (if so desired by the parties) a secured electronic or hard copy of the draft investigation report as well as an opportunity to inspect and review all of the evidence obtained as part of the investigation that is directly related to the reported misconduct, including evidence upon which ATU does not intend to rely in reaching a determination, for a ten (10) business day review and comment period so that each party may meaningfully respond to the evidence. The parties may elect to waive the full ten (10) business days.
- May elect to respond in writing in the investigation report to the parties' submitted responses and/or to share the responses between the parties for additional responses
- Incorporate relevant elements of the parties' written responses into the final investigation report, and include any additional relevant evidence, make any necessary revisions, and finalize the report. The Investigator(s) should document all rationales for any changes made after the review and comment period
- Share the report with the Title IX Coordinator for their review and feedback
- Incorporate any relevant feedback and share the final report with all parties and their Advisors through secure electronic transmission or hard copy at least ten (10) days prior to a hearing

In the course of an investigation, the University will attempt to maintain confidentiality for all parties involved. However, there can be no guarantee of confidentiality and anonymity based upon the course and scope of the complaint investigation.

Investigations are completed expeditiously, normally within sixty (60) business days, though some investigations take weeks or even months, depending on the nature, extent, and complexity of the allegations, availability of witnesses, police involvement, etc.

The University will make a good faith effort to complete investigations as promptly as circumstances permit and will communicate regularly with the parties to update them on the progress and timing of the investigation.

Arkansas Tech University may undertake a short delay in its investigation (several days to a few weeks) if circumstances require. Such circumstances include, but are not limited to: a request from law enforcement to temporarily delay the investigation, the need for language assistance, the absence of parties and/or witnesses, and/or health conditions. ATU will communicate the anticipated duration of the delay and reason to the parties in writing and provide the parties with status updates if necessary. ATU will promptly resume its investigation and resolution process as soon as feasible. During such a delay, ATU will implement supportive measures as deemed appropriate.

The University action(s) or processes are not typically altered or precluded on the grounds that civil or criminal charges involving the underlying incident(s) have been filed or that criminal charges have been dismissed or reduced.

Investigations involve interviews with all relevant parties and witnesses, obtaining available, relevant evidence, and identifying sources of expert information, as necessary.

All parties have a full and fair opportunity, though the investigation process, to suggest witnesses and questions, to provide evidence, and to fully review and respond to all evidence, on the record.

Informal Resolution

Informal Resolution can include three different approaches:

- Supportive Resolution: When the Title IX Coordinator can resolve the matter informally by providing supportive measures to remedy the situation.
- Alternate Resolution: When the parties agree to resolve the matter through an alternate resolution mechanism including mediation, restorative practices, facilitated dialogue, etc.
- Accepted Responsibility: When the Respondent accepts responsibility for violating policy, and desires to accept a sanction and end the resolution process.

To initiate Informal Resolution, a Complainant must submit a Formal Complaint. Respondent who wishes to initiate Informal Resolution should contact the Title IX Coordinator.

It is not necessary to pursue Informal Resolution first in order to pursue a Formal Complaint Resolution Process, and any party participating in Informal Resolution can stop the process at any time and begin or resume the Formal Complaint Resolution Process.

Prior to implementing Informal Resolution, ATU will provide the parties with written notice of the reported misconduct and any sanctions (only in the case of Accepted Responsibility) or measures/terms that may result from participating in such a process, including information regarding any records that will be maintained or shared by ATU.

The University will obtain voluntary, written confirmation that all parties wish to resolve the matter through Informal Resolution before proceeding and will not pressure the parties to participate in Informal Resolution.

Formal Complaint Resolution

ATU is committed to providing a workplace and educational environment, as well as other benefits, programs, and activities that are free from discrimination and harassment based on a protected characteristic, and retaliation for engaging in a protected activity. To ensure compliance with federal, state, and local civil rights laws and regulations, and to affirm its commitment to promoting the goals of fairness and equity in all aspects of the education program or activity, ATU has developed policies and procedures that provide a prompt, fair, and impartial process for those involved in an allegation of discrimination or harassment on the basis of protected characteristic, and for allegations of retaliation. ATU values and upholds the equal dignity of all members of its community and strives to balance the rights of the parties in the complaint resolution process during what is often a difficult time for all involved.

The core purpose of the Equal Opportunity, Harassment (Sexual Misconduct), and Nondiscrimination Policy and Procedures is the prohibition of all forms of discrimination. Sometimes, discrimination involves exclusion from or different treatment in activities, such as admission, athletics, or employment. At other times, discrimination takes the form of harassment or, in the case of sex-based discrimination, it can encompass sexual harassment, sexual assault, stalking, sexual exploitation, dating violence, or domestic violence. When an alleged policy violation is reported, the allegations are subject to resolution using ATU's "Process A" or "Process B" as determined by the Title IX Coordinator and/or the EEO Officer. ATU will act on any formal notice/complaint of violation of the Equal Opportunity, Harassment (Sexual Misconduct), and Nondiscrimination Policy and Procedures that is received by the Title IX Coordinator, the EEO Officer, or any other Official with Authority by applying procedures, known as Process A or Process B.

Process A applies only to qualifying allegations of Title IX sexual harassment (including sexual assault, dating violence, domestic violence, and stalking) involving students, staff, administrator, or faculty members. If other policies are invoked, such as policies on protected characteristic harassment or discrimination, please see Appendix C in the Equal Opportunity, Harassment (Sexual Misconduct), and Nondiscrimination Policy and Procedures for a description of the procedures applicable to the resolution of such offenses, known as Process B. Process B can also apply to sexual harassment (including sexual assault, dating violence, domestic violence, and stalking) when jurisdiction does not fall within Process A, as determined by the Title IX Coordinator. These procedures may be used to address collateral misconduct by the Respondent arising from the investigation of or occurring in conjunction with reported misconduct (e.g., vandalism, physical abuse of another), when alleged violations are being addressed at the same time. All other allegations of misconduct unrelated to incidents covered by the Equal Opportunity, Harassment (Sexual Misconduct), and Nondiscrimination Policy and Procedures will be addressed through procedures described in the student, staff, and faculty handbooks.

When the Respondent is a member of the ATU community, a formal complaint may be filed and a complaint resolution process may be available regardless of the status of the Complainant, who may or may not be a member of the ATU community. This community includes, but is not limited to, students, student organizations, faculty, administrators, staff, and third parties such as guests, visitors, volunteers, vendors, invitees, and campers. The procedures may be applied to incidents, to patterns, and/or to the campus climate, all of which may be addressed and investigated in accordance the Equal Opportunity, Harassment (Sexual Misconduct), and Nondiscrimination Policy and Procedures.

Under Process A, the following procedures apply:

Notice or complaints of discrimination, harassment, and/or retaliation may be made using any of the following options:

1. File a report or Formal Complaint with, or give verbal notice to, the Title IX Coordinator or any of the ATU administrators listed directly below. Such a report or Formal Complaint may be made at any time (including during non-business hours) by using the telephone number or email address, or by mail, to the office listed for the Title IX Coordinator or any other official listed below.

Complaints or notice of alleged violations of the Equal Opportunity, Harassment (Sexual Misconduct), and Nondiscrimination Policy and Procedures, or inquiries about or concerns regarding this Policy, may be made to the following employees, which triggers the obligation for ATU to respond:

Stacy Galbo
Title IX Coordinator
[Focus-Gender discrimination, including sexual misconduct]
Student Affairs
Doc Bryan Student Service Center, Suite 233
Russellville, AR 72801
(479) 964-0583 ext. 4714
sgalbo2@atu.edu

Kathleen Martin
Director of Human Resources and EEO Officer / Deputy Title IX Coordinator
[Focus-All types of protected class discrimination]
Human Resources
Brown Building, Suite 420
Russellville, AR 72801
(479) 968-0396 ext. 2678
kmartin651@atu.edu

Sandra Patterson
HR Officer and Deputy Title IX Coordinator/Investigator
[Focus-All types of protected class discrimination]
Human Resources
Technology and Academic Support Building, Room 154
Ozark, AR 72949
(479) 667-2117 ext. 6536
spatterson8@atu.edu

Ashlee Leavell
Assistant Dean for Student Wellness and Deputy Title IX Coordinator
[Focus-Discrimination based upon pregnancy]
Disability and Testing Services
Doc Bryan Student Services Center, Suite 141
Russellville, AR 72801
(479) 968-0302
sleavell8@atu.edu

In addition to the Title IX Team members listed above, the following Officials with Authority listed below may also accept notice or complaints on behalf of ATU:

Hunter Bramlitt
Associate Dean for Student Wellness and ADA/504 Coordinator
[Focus-Discrimination and/or harassment based upon disability]
Health and Wellness Center
Doc Bryan Student Services Center, Suite 119
Russellville, AR 72801
(479) 968-0329
jbramlitt@atu.edu

Will Cooper
Associate Dean for Student Conduct
Student Conduct
Doc Bryan Student Services Center, Suite 233
Russellville, AR 72801
(479) 968-0334
wcooper@atu.edu

William Titsworth
Assistant Dean for Student Conduct/Lead Investigator
Student Conduct and Title IX Office
Doc Bryan Student Services Center, Suite 233
Russellville, AR 72801
(479) 498-6083
wtitsworth@atu.edu

Tammy Dougan
Chief of Public Safety
Department of Public Safety
716 North El Paso Avenue
Russellville, AR 72801
(479) 968-0222
tdougan@atu.edu

2. Report online, using the reporting form posted at https://cm.maxient.com/reportingform.php?ArkansasTechUniv&layout_id=2. Anonymous reports are accepted but can give rise to a need to investigate to determine if the parties can be identified. If not, no further formal action is taken, though measures intended to protect the community may be enacted. ATU tries to provide supportive measures to all Complainants, which may be impossible with an anonymous report that does not identify the Complainant.

Because reporting carries no obligation to initiate a formal response, and because ATU respects Complainant requests to dismiss complaints unless there is a compelling threat to health and/or safety, the Complainant is largely in control and should not fear a loss of confidentiality by making a report that allows ATU to discuss and/or provide supportive measures.

As used in the Equal Opportunity, Harassment (Sexual Misconduct), and Nondiscrimination Policy and Procedures, the term "Formal Complaint" means a document or electronic submission (such as by electronic mail or through an online portal provided by ATU for this purpose) that contains the Complainant's physical or digital signature, or otherwise indicates that the Complainant is the person filing the complaint, and requests that ATU investigate the allegations. If notice is submitted in a form that does not meet this standard, the Title IX Coordinator will contact the Complainant to ensure that it is filed correctly.

Multiple individuals work together to coordinate ATU's efforts related to intake, investigation, resolution, and implementation of supportive measures to stop, remedy, and prevent discrimination, harassment, and retaliation prohibited under the Equal Opportunity, Harassment (Sexual Misconduct), and Nondiscrimination Policy and Procedures:

- **Stacy Galbo** serves as the Title IX Coordinator and oversees gender-based discrimination compliance.
- **Hunter Bramlitt** serves as the interim ADA/504 Coordinator and oversees disability compliance for students.
- **Kathleen Martin** serves as the Equal Employment Opportunity Officer (EEO) and oversees protected class discrimination, disability compliance for employees, and ATU's Equal Employment Opportunity plan.

All allegations are acted upon promptly by ATU once it has received notice or a Formal Complaint. Complaints can take 60-90 business days to resolve, typically. There are always exceptions and extenuating circumstances that can cause a resolution to take longer, but ATU will avoid undue delays within its control. Any time the general timeframes for resolution outlined in ATU procedures will be delayed, ATU will provide written notice to the parties of the delay, the cause of the delay, and an estimate of the anticipated additional time that will be needed as a result of the delay.

Upon receipt of a Formal Complaint or notice of an alleged policy violation by the Title IX Coordinator, the Title IX Coordinator initiates a prompt initial assessment to determine the next steps ATU needs to take. The Title IX Coordinator will contact the Complainant to offer supportive measures and determine whether the Complainant wishes to file a Formal Complaint.

The Title IX Coordinator will initiate at least one of three responses:

1. Offer supportive measures because the Complainant does not want to file a Formal Complaint
2. An informal resolution (upon submission of a Formal Complaint)
3. A Formal Complaint Resolution Process including an investigation and a hearing (upon submission of a Formal Complaint)

ATU uses the Formal Complaint Resolution Process to determine whether or not the Equal Opportunity, Harassment (Sexual Misconduct), and Nondiscrimination Policy and Procedures has been violated. If so, ATU will promptly implement effective remedies designed to ensure that ATU is not deliberately indifferent to harassment or discrimination, their potential recurrence, or their effects.

Following receipt of a Formal Complaint or notice of an alleged violation, the Title IX Coordinator engages in an initial assessment, typically within one (1) to five (5) business days. The steps in an initial assessment can include:

- If notice is given, the Title IX Coordinator seeks to determine if the person impacted wishes to make a Formal Complaint, and will assist them to do so, if desired.
  - If they do not wish to do so, the Title IX Coordinator determines whether to initiate a complaint themselves because a violence risk assessment indicates a compelling threat to health and/or safety.
- If a Formal Complaint is received, the Title IX Coordinator assesses its sufficiency and works with the Complainant to make sure it is correctly completed.
- The Title IX Coordinator attempts to meet with the Complainant to discuss and offer supportive measures, ensure the Complainant is aware of the right to have an Advisor, and to review the ATU First Conversation Checklist.

- The Title IX Coordinator works with the Complainant to determine whether the Complainant prefers a supportive and remedial response, an Informal Resolution option, or a formal investigation and complaint resolution process.
    - If a supportive and remedial response is preferred, the Title IX Coordinator works with the Complainant to identify their needs, determines appropriate supports, and implements accordingly. No Formal Complaint Resolution Process is initiated, though the Complainant can elect to initiate one later, if desired.
    - If an Informal Resolution option is preferred, the Title IX Coordinator assesses whether the complaint is suitable for informal resolution, which informal mechanism may serve the situation best or is available, and may seek to determine if the Respondent is also willing to engage in Informal Resolution.
    - If a Formal Complaint Resolution Process is preferred by the Complainant, the Title IX Coordinator determines if the alleged misconduct falls within the scope of the 2020 Title IX regulations:
        - If it does, the Title IX Coordinator will initiate the formal investigation and complaint resolution process, directing the investigation to address, based on the nature of the complaint:
            - an incident, and/or
            - a pattern of alleged misconduct, and/or
            - a culture/climate issue.
        - If the alleged misconduct does not fall within the scope of the Title IX regulations, the Title IX Coordinator determines that the regulations do not apply and will "dismiss" that aspect of the complaint, if any. The Title IX Coordinator will then assess which policies may apply, if any, and may refer the matter for resolution under Process B or applicable University policy. Please note that dismissing a complaint under Title IX regulations is solely a procedural requirement under the 2020 Title IX regulations, and does not limit ATU's authority to address a complaint with another appropriate process and remedy.
        - If the Complainant prefers an Informal Resolution option or a Formal Complaint Resolution Process and the Title IX Coordinator initially determines that the alleged misconduct falls within the scope of the 2020 Title IX regulations, the Title IX Coordinator will attempt to meet with the Respondent to provide them with a copy of the Formal Complaint, discuss and offer supportive measures, ensure the Respondent is aware of the right to have an Advisor, and to review the ATU First Conversation Checklist. After the Title IX Coordinator provides the Respondent with a copy of the Formal Complaint, the Respondent has five (5) business days to respond, in writing, to the Formal Complaint submitted by the Complainant. This information is used as part of the Title IX Coordinator's initial assessment of the alleged misconduct.

Once the decision to commence a formal investigation is made, the Title IX Coordinator appoints an Investigator(s) to conduct the investigation. This information is provided to the parties in the NOIA. Investigations are completed expeditiously, normally within sixty (60) business days, though some investigations may take weeks or even months, depending on the nature, extent, and complexity of the allegations, availability of witnesses, law enforcement involvement, etc.

All investigations are thorough, reliable, impartial, prompt, and fair. Investigations involve interviews with all available relevant parties and witnesses; obtaining available, relevant evidence; and identifying sources of expert information, as necessary. All parties have a full and fair opportunity, through the investigation process, to suggest witnesses and questions, to provide evidence and expert witnesses, and to fully review and respond to all evidence on the record. Recordings of interviews are not provided to the parties, but the parties will have the ability to review their interview summary once the investigator(s) has completed the summary document. All other interview summaries will be available for review when the draft investigation report is released.

At the discretion of the Title IX Coordinator, investigations can be combined when complaints implicate a pattern, collusion, and/or other shared or similar actions.

The Investigator(s) typically take(s) the following steps, if not already completed (not necessarily in this order):

- Determine the identity and contact information of the Complainant
- Assist the Title IX Coordinator, if needed, with identifying all policies implicated by the alleged misconduct and notify the Complainant and Respondent of all of the specific policies implicated
- Assist the Title IX Coordinator, if needed, with conducting an initial assessment to determine if the allegations indicate a potential policy violation
- Commence a thorough, reliable, and impartial investigation by identifying issues and developing a strategic investigation plan, including a witness list, evidence list, intended investigation timeframe, and order of interviews for all parties and the witnesses
- Provide each interviewed party and witness an opportunity to review and verify the Investigator's summary notes of the relevant evidence/testimony from their respective interviews and meetings
- Make good faith efforts to notify the parties of any meeting or interview involving the other party, in advance when possible
- When participation of a party is expected, provide that party with written notice of the date, time, and location of the meeting, as well as the expected participants and purpose
- Interview all available, relevant witnesses and conduct follow-up interviews as necessary
- Allow each party the opportunity to suggest witnesses and questions they wish the Investigator(s) to ask of the other party and/or witnesses, and document in the report which questions were asked, with a rationale for any changes or omissions
- Complete the investigation promptly without unreasonable deviation from the intended timeline
- Provide regular status updates to the parties throughout the investigation
- Prior to the conclusion of the investigation, provide the parties and their respective Advisors (if so desired by the parties) with a list of witnesses whose information may be used to render a finding within the draft investigation report
- Write a comprehensive investigation report fully summarizing the investigation, all witness interviews, and addressing all relevant evidence. Appendices including relevant physical or documentary evidence will be included
- Gather, assess, and synthesize evidence, but make no conclusions, and render no recommendations as part of their report
- Prior to the conclusion of the investigation, provide the parties and their respective Advisors (if so desired by the parties) a secured electronic or hard copy of the draft investigation report as well as an opportunity to inspect and review all of the evidence obtained as part of the investigation that is directly related to the reported misconduct, including evidence upon which ATU does not intend to rely in reaching a determination, for a ten (10) business day review and comment period so that each party may meaningfully respond to the evidence. The parties may elect to waive the full ten (10) business days.
- May elect to respond in writing in the investigation report to the parties' submitted responses and/or to share the responses between the parties for additional responses
- Incorporate relevant elements of the parties' written responses into the final investigation report, include any additional relevant evidence, make any necessary revisions, and finalize the report. The Investigator(s) should document all rationales for any changes made after the review and comment

period

- Share the report with the Title IX Coordinator for their review and feedback
- Incorporate any relevant feedback and share the final report with all parties and their Advisors through secure electronic transmission or hard copy at least ten (10) business days prior to a hearing

ATU will make a good faith effort to complete investigations as promptly as circumstances permit and will communicate regularly with the parties to update them on the progress and timing of the investigation.

A student Respondent alleged of a serious violation will be provided a copy of Act 470, The Arkansas Student Due Process and Protection Act, at the inception of the disciplinary matter and will not be questioned by the University until at least twenty-four (24) hours after the receipt of Act 470 provided that campus law enforcement's ability to investigate a possible criminal violation is not impeded.

Provided that the complaint is not resolved through Informal Resolution, once the final investigation report is shared with the parties, the Title IX Coordinator will refer the matter for a hearing. The hearing cannot be less than ten (10) business days from the conclusion of the investigation when the final investigation report is transmitted to the parties and the Decision-Makers–unless all parties and the Decision-Makers agree to an expedited timeline. The Title IX Coordinator or designee will select appropriate Decision-Makers from the Pool and provide a copy of the investigation report.

The Formal Complaint Resolution Process relies on a group of administrators ("the Civil Rights Resolution Board," "CRRB," or "the Board") to carry out the process. The list of Board members and a description of the Board can be found at https://www.atu.edu/titleix/pool.php. Members of the Board are trained annually, and can serve in the following roles, at the direction of the Title IX Coordinator:

- To act as an Advisor to the Parties
- To serve as a hearing facilitator (process administrator, no decision-making role)
- To serve as a Decision-Maker on a hearing panel regarding the complaint

The Title IX Coordinator will offer to assign a trained Advisor to any party if the party so chooses. If the parties also choose an Advisor from the Board available from ATU, the Advisor will be trained by ATU and be familiar with ATU's resolution process.

ATU will designate a three (3) member panel from the Board, at the discretion of the Title IX Coordinator. One of the three (3) members will be appointed as Chair by the Title IX Coordinator. The Decision-Maker(s) will not have had any previous involvement with the complaint. The Title IX Coordinator may elect to have an alternate from the Board sit in throughout the hearing process in the event that a substitute is needed for any reason.

Those who have served as Investigators will be witnesses in the hearing and therefore may not serve as Decision-Makers. Those who are serving as Advisors for any party may not serve as Decision-Makers in that matter.

The Title IX Coordinator may not serve as a Decision-Maker or Chair in the matter but may serve as an administrative facilitator of the hearing if their previous role(s) in the matter do not create a conflict of interest. Otherwise, a designee may fulfill the facilitator role. The hearing will convene at a time and venue determined by the Chair.

At the hearing, the Decision-Makers have the authority to hear and make determinations on all allegations of discrimination, harassment, and/or retaliation and may also hear and make determinations on any additional alleged policy violations that occurred in concert with the discrimination, harassment, and/or retaliation, even though those collateral allegations may not specifically fall within the Equal Opportunity, Harassment (Sexual Misconduct), and Nondiscrimination Policy and Procedures. Participants at the hearing will include the Chair, any additional panelists, the hearing facilitator (if needed), the Investigator(s) who conducted the investigation, the parties (or three (3) organizational representatives when an organization is the Respondent), Advisors to the parties, any called witnesses, and anyone providing authorized

accommodations, interpretation, and/or assistive services. The Chair will answer all questions of procedure. Anyone appearing at the hearing to provide information will respond to questions on their own behalf. The Chair will allow witnesses who have relevant information to appear at a portion of the hearing to respond to specific questions from the Decision-Makers and the parties, and the witnesses will then be excused. The investigator(s) may remain present for the duration of the hearing.

The Investigator(s) will then present a summary of the final investigation report, including items that are contested and those that are not, and will be subject to questioning by the Decision-Makers and the parties (through their Advisors). The Investigator(s) may be present during the entire hearing process, but not during deliberations. Neither the parties nor the Decision-Makers should ask the Investigator(s) their opinions on credibility, recommended findings, or determinations, and Advisors and parties will refrain from discussion of or questions about these assessments. If such information is introduced, the Chair will direct that it be disregarded.

Once the Investigator(s) presents the report and responds to questions, the parties and witnesses may provide relevant information in turn, beginning with the Complainant, and then in the order determined by the Chair. The parties/witnesses will submit to questioning by the Decision-Makers and then by the parties through their Advisors. Parties will have the opportunity to make an opening and a closing statement. All questions are subject to a relevance determination by the Chair. The Advisor, who will remain seated during questioning, will pose the proposed question orally, electronically, or in writing (orally is the default, but other means of submission may be permitted by the Chair upon request if agreed to by the parties and the Chair), the proceeding will pause to allow the Chair to consider the question, and the Chair will determine whether the question will be permitted, disallowed, or rephrased. The Chair may invite explanations or persuasive statements regarding relevance with the Advisors if the Chair so chooses. The Chair may decide to call a recess to review relevancy and other arguments. During a recess, the Chair may choose to confer with the Title IX Coordinator. The Chair will then state their decision on the question for the record and advise the party/witness to whom the question was directed, accordingly. The Chair will explain any decision to exclude a question as not relevant, or to reframe it for relevance. The Chair will limit or disallow questions on the basis that they are irrelevant, unduly repetitious (and thus irrelevant), or abusive. The Chair has final say on all questions and determinations of relevance. The Chair may consult with the Title IX Coordinator and/or legal counsel on any questions of admissibility. The Chair may ask Advisors to frame why a question is or is not relevant from their perspective but will not entertain argument from the Advisors on relevance once the Chair has ruled on a question. If the parties raise an issue of bias or conflict of interest of an Investigator or Decision-Maker at the hearing, the Chair may elect to address those issues, consult with legal counsel, and/or refer them to the Title IX Coordinator, and/or preserve them for appeal. If bias is not in issue at the hearing, the Chair should not permit irrelevant questions that probe for bias.

The Decision-Makers will deliberate in closed session to determine whether the Respondent is responsible for the policy violation(s) in question. A simple majority vote is required to determine the finding. The preponderance of the evidence standard of proof is used. The hearing facilitator may be invited to attend the deliberation by the Chair, but is there only to facilitate procedurally, not to address the substance of the allegations. When there is a finding of responsibility on one or more of the allegations, the Decision-Makers may then consider the previously submitted party impact and/or mitigation statement(s) in determining appropriate sanction(s). Each of the parties may request to review any impact and/or mitigation statement (s) upon receipt of the Notice of Outcome letter. The Decision-Makers will also review any pertinent conduct history provided by the Title IX Coordinator and will determine the appropriate sanction(s). The Chair, in collaboration with the Decision-Makers, will prepare a written statement detailing all findings and final determinations, the rationale(s) explaining the decision(s), the evidence used in support of the determination(s), the evidence not relied upon in the determination(s), any credibility assessments, and any sanction(s) and will deliver the statement to the Title IX Coordinator. This statement must be submitted to the Title IX Coordinator within two (2) business days of the end of deliberations, unless the Title IX Coordinator grants an extension. If an extension is granted, the Title IX Coordinator will notify the parties.

Using the deliberation statement, the Chair will work with the Title IX Coordinator to prepare a Notice of Outcome letter. The Chair will then share the letter, which includes the final determination, rationale, and any applicable sanction(s) with the parties and their Advisors within three (3) business days of finalizing

the Decision-Makers' deliberation statement. The Notice of Outcome will be shared with the parties simultaneously. Notification will be made in writing and may be delivered by one or more of the following methods: in person, mailed to the local or permanent address of the parties as indicated in official ATU records, or emailed to the parties' ATU-issued email or otherwise approved account. Once mailed, emailed, and/or received in-person, notice will be presumptively delivered. The Notice of Outcome will articulate the specific alleged policy violation(s), including the relevant policy section(s), and will contain a description of the procedural steps taken by the ATU from the receipt of the misconduct report to the determination, including any and all notifications to the parties, interviews with parties and witnesses, site visits, methods used to obtain evidence, and hearings held. The Notice of Outcome will specify the finding on each alleged policy violation; the findings of fact that support the determination; conclusions regarding the application of the relevant policy to the facts at issue; a statement of, and rationale for, the result of each allegation to the extent ATU is permitted to share such information under state or federal law; any sanction(s) issued which ATU is permitted to share according to state or federal law; and whether remedies will be provided to the Complainant to ensure access to ATU's educational or employment program or activity. The Notice of Outcome will also include information on when the results are considered to be final by ATU, will note any changes to the outcome and/or sanctions(s) that occur prior to finalization, and the relevant procedures and bases for appeal.

Any party may submit a written request for appeal ("Request for Appeal") to the Title IX Coordinator within seven (7) calendar days of the delivery of the Notice of Outcome letter. The Request for Appeal will be forwarded to the appropriate Appeal Decision-Maker(s) for consideration to determine if the request meets the grounds for appeal (a Review for Standing). This review is not a review of the merits of the appeal, but solely a determination as to whether the request meets the grounds and is timely filed. Appeals are limited to the following grounds:

1. A procedural irregularity that affected the outcome of the matter
2. New evidence that was not reasonably available at the time the determination regarding responsibility or dismissal was made, that could affect the outcome of the matter
3. The Title IX Coordinator, Investigator(s), or Decision-Makers had a conflict of interest or bias for or against Complainants or Respondents generally or the specific Complainant or Respondent that affected the outcome of the matter

If any of the grounds in the Request for Appeal do not meet the grounds, that request will be denied by the Appeal Decision-Maker(s), and the parties and their Advisors will be notified in writing of the denial and the rationale. If any of the grounds in the Request for Appeal meet the grounds, then the Appeal Decision-Maker(s) will notify all parties and their Advisors, the Title IX Coordinator, and, when appropriate, the Investigator(s) and/or the original Decision-Makers. All other parties and their Advisors, the Title IX Coordinator, and, when appropriate, the Investigator(s) and/or the original Decision-Makers will be mailed, emailed, and/or provided a hard copy of the Request for Appeal with the approved grounds and then be given three (3) business days to submit a response to the portion of the appeal that was approved and involves them. All responses, if any, will be forwarded by the Appeal Decision-Maker(s) to all parties for review and comment.

All decisions apply the preponderance of the evidence standard.

Under Process B, the following procedures apply:

Formal Complaints of discrimination, harassment, and/or retaliation may be made using any of the following options:

A. File a written Formal Complaint with the Title IX Coordinator and/or the EEO Officer.

B. Report online, using the reporting form posted at https://cm.maxient.com/reportingform.php?ArkansasTechUniv&layout_id=2.

Anonymous reports are accepted but can give rise to a need to investigate to determine if the parties can be identified. If not, no further formal action is taken, though measures intended to protect the community may be enacted. ATU tries to provide supportive measures to all Complainants, which may be impossible with an anonymous report that does not identify the Complainant.

Because reporting carries no obligation to initiate a formal response, and because ATU respects Complainant requests to dismiss complaints unless there is a compelling threat to health and/or safety, the Complainant is largely in control and should not fear a loss of confidentiality by making a report that allows ATU to discuss and/or provide supportive measures. As used in the Equal Opportunity, Harassment (Sexual Misconduct), and Nondiscrimination Policy and Procedures, the term "Formal Complaint" means a document or electronic submission (such as by electronic mail or through an online portal provided by ATU for this purpose) that contains the Complainant's physical or digital signature, or otherwise indicates that the Complainant is the person filing the complaint, and requests that ATU investigate the allegations. If notice is submitted in a form that does not meet this standard, the Title IX Coordinator and/or the EEO Officer will contact the Complainant to ensure that it is filed correctly.

Following receipt of a Formal Complaint or notice of an alleged violation, the Title IX Coordinator and/or the EEO Offer engages in an initial assessment, which is typically one to five (1-5) business days in duration.

The Formal Complaint Resolution Process can be pursued at any time during the process for any behavior for which the Respondent has not accepted responsibility that would constitute conduct covered by the Equal Opportunity, Harassment (Sexual Misconduct), and Nondiscrimination Policy if proven. The Formal Complaint Resolution Process starts with a thorough, reliable, and impartial investigation and concludes with a hearing.

The Title IX Coordinator or the EEO Officer will provide notice of the allegations and investigation to the Respondent upon commencement of the Formal Complaint Resolution Process. This notice is also copied to the Complainant. Notification will be made in writing, include a meaningful summary of the allegations, policies allegedly violated, if known at the time, and may be delivered by one or more of the following methods: in person, mailed to the local or permanent address of the parties as indicated in official ATU records, or emailed to the parties' ATU-issued or designated email account. Once mailed, emailed, and/or received in-person, notice will be presumptively delivered. Alternatively, the policies allegedly violated can be provided at a later date, in writing, as the investigation progresses, and details become clearer.

Once the decision is made to commence an investigation, the Title IX Coordinator appoints Investigator(s) to conduct the investigation. The Title IX Coordinator or the EEO Officer will vet the assigned Investigator(s) to ensure impartiality by ensuring there are no conflicts of interest or disqualifying bias. The parties may, at any time during the resolution process, raise a concern regarding bias or conflict of interest, and the Title IX Coordinator will determine whether the concern is reasonable and supportable. If so, another Investigator(s) will be assigned and the impact of the bias or conflict, if any, will be remedied. If the bias or conflict relates to the Title IX Coordinator or the EEO Officer, concerns should be raised with Amy Pennington, Vice President for Student Affairs, or Eric Walker, General Counsel, respectively.

ATU aims to complete all investigations within a sixty (60) business-day time period, which can be extended as necessary for appropriate cause by the Title IX Coordinator or the EEO Officer, with notice to the parties as appropriate. Investigations can take weeks or even months, depending on the nature, extent, and complexity of the allegations, availability of witnesses, police involvement, etc. ATU will make a good faith effort to complete the investigation as promptly as circumstances permit and will communicate regularly with the parties to update them on the progress and timing of the investigation. ATU may undertake a short delay in its investigation (several days to weeks, to allow evidence collection) when criminal charges based on the same behaviors that invoke ATU's resolution process are being investigated by law enforcement. ATU will promptly resume its investigation and resolution process once notified by law enforcement that the initial evidence collection process is complete. ATU action(s) are not typically altered or precluded on the grounds that civil or criminal charges involving the underlying incident(s) have been filed or that criminal charges have been dismissed or reduced.

Investigations involve interviews with all relevant parties and witnesses, obtaining available, relevant evidence, and identifying sources of expert information, as necessary.

All parties have a full and fair opportunity, through the investigation process, to suggest witnesses and questions, to provide evidence, and to fully review and respond to all evidence on the record.

The Formal Complaint Resolution Process relies on a group of officials (Civil Rights Resolution Board, "CRRB," or "the Board") to carry out the process. The list of members and a description of the Board can be found at https://www.atu.edu/titleix/pool.php. Members of the Board are trained annually in all aspects of the resolution process and can serve in any of the following roles, at the direction of the Title IX Coordinator and the EEO Officer:

- To act as an Advisor to the parties
- To serve as a hearing facilitator (process administrator, no decision-making role)
- To serve as a Decision-Maker regarding the complaint

The Title IX Coordinator and the EEO Officer, in consultation with the President, appoints the Board, which acts with independence and impartiality. Board members receive annual training organized by the Title IX Coordinator and the EEO Officer, including a review of ATU policies and procedures as well as applicable federal and state laws and regulations so that they are able to appropriately address allegations, provide accurate information to members of the community, protect safety, and promote accountability.

Both the Complainant and the Respondent will be individually interviewed as a part of the investigation as will any witnesses or persons who have information related to the Complaint. Documents relevant to the Complaint will also be examined. The Investigator(s) typically take the following steps, if not already completed (not necessarily in this order):

- Determine the identity and contact information of the Complainant
- Assist, if needed, in identifying all policies implicated by the alleged misconduct
- Assist the Title IX Coordinator or the EEO Officer, if needed, with conducting an initial assessment to determine if there is reasonable cause to believe the Respondent has violated policy
- If there is insufficient evidence to support reasonable cause, the process is closed with no further action
- Commence a through, reliable, and impartial investigation by developing a strategic investigation plan, including a witness list, evidence list, intended investigation timeframe, and order of interviews for all parties and witnesses
- Provide each interviewed party and witness an opportunity to review and verify the Investigator's summary notes of the relevant evidence/testimony from their respective interviews and meetings
- Make good faith efforts to notify the parties of any meeting or interview involving the other party, in advance when possible
- Interview all relevant individuals and conduct follow-up interviews as necessary
- Allow each party the opportunity to suggest witnesses and questions they wish the Investigator(s) to ask of the other party and witnesses
- Complete the investigation promptly and without unreasonable deviation from the intended timeline
- Provide regular status updates to the parties throughout the investigation
- Prior to the conclusion of the investigation, summarize for the parties the list of witnesses whose information will be used to render a finding within the draft investigation report
- Write a comprehensive investigation report fully summarizing the investigation and all evidence
- Provide parties with a copy of the draft investigation report when it is completed
- Provide each party with a full and fair opportunity to respond to the report in writing within ten (10) business days and incorporate that response into the report
- Investigator(s) may choose to respond in writing in the report to the responses of the parties, and/or to share the responses between the parties for their responses, while also ensuring that they do not create a never-ending feedback loop
- Gather, assess, and synthesize evidence but make no conclusion and render no recommendations as part of their report
- Share the draft report with the Title IX Coordinator or the EEO Officer for review and feedback
- Provide the final report to the Title IX Coordinator or the EEO Officer

Investigations are completed expeditiously, normally within sixty (60) business days, though some investigations take weeks or even months, depending on the nature, extent, and complexity of the allegations, availability of witnesses, police involvement, etc. ATU will make a good faith effort to complete investigations as promptly as circumstances permit and will communicate regularly with the parties to update them on the progress and timing of the investigation.

Provided that the complaint is not resolved through Informal Resolution, once the final investigation report is shared with the parties, the Title IX Coordinator or the EEO Officer will refer the matter for a hearing. The hearing cannot be less than ten (10) business days from the conclusion of the investigation, when the final investigation report is transmitted to the parties and the Decision-Makers, unless all parties and the Decision-Makers agree to an expedited timeline. The Title IX Coordinator or the EEO Officer will select appropriate Decision-Makers from the Board.

ATU will designate a three (3) member panel from the Board, at the discretion of the Title IX Coordinator or EEO Officer. One of the three (3) members will be appointed as Chair by the Title IX Coordinator or the EEO Officer. The Decision-Maker(s) will not have had any previous involvement with the complaint. The Title IX Coordinator or EEO Officer may elect to have an alternate from the Board sit in throughout the resolution process in the event that a substitute is needed for any reason. Those who have served as Investigators will be witnesses in the hearing and therefore may not serve as Decision-Makers. Those who are serving as Advisors for any party may not serve as Decision-Makers in that matter. The Title IX Coordinator or EEO Officer may not serve as a Decision-Maker or Chair in the matter but may serve as an administrative facilitator of the hearing if their previous role(s) in the matter do not create a conflict of interest. Otherwise, a designee may fulfill this facilitator role. The hearing will convene at a time and venue determined by the Chair.

No less than ten (10) business days prior to the hearing, the Title IX Coordinator, EEO Officer, or the Chair will send notice of the hearing to the parties. Once mailed, emailed, and/or received in-person, notice will be presumptively delivered.

At the hearing, the Decision-Makers have the authority to hear and make determinations on all allegations of discrimination, harassment, and/or retaliation and may also hear and make determinations on any additional alleged policy violations that occurred in concert with the discrimination, harassment, and/ or retaliation, even though those collateral allegations may not specifically fall within the Equal Opportunity, Harassment (Sexual Misconduct), and Nondiscrimination Policy and Procedures. Participants at the hearing will include the Chair, any additional panelists, the hearing facilitator, if needed, the Investigator(s) who conducted the investigation, the parties (or three (3) organizational representatives when an organization is the Respondent), Advisors to the parties, any called witnesses, and anyone providing authorized accommodations, interpretation, and/or assistive services. The Chair will answer all questions of procedure. Anyone appearing at the hearing to provide information will respond to questions on their own behalf. The Chair will allow witnesses who have relevant information to appear at a portion of the hearing in order to respond to specific questions from the Decision-Makers and the parties, and will then be excused.

The Chair explains the procedures and introduces the participants. The Chair then conducts the hearing according to the hearing script. At the hearing, recording, witness logistics, party logistics, curation of documents, separation of the parties, and other administrative elements of the hearing process are managed by a non-voting hearing facilitator appointed by the Title IX Coordinator or the EEO Officer. The hearing facilitator may attend to: logistics of rooms for various parties/witnesses as they wait; flow of parties/witnesses in and out of the hearing space; ensuring recording and/or virtual conferencing technology is working as intended; copying and distributing materials to participants, as appropriate, etc.

The Investigator(s) will then present a summary of the final investigation report, including items that are contested and those that are not, and will be subject to questioning by the Decision-Makers and the parties (through their Advisors). The Investigator(s) may be present during the entire hearing process, but not during deliberations. Neither the parties nor the Decision-Makers should ask the Investigator(s) their opinions on credibility, recommended findings, or determinations, and Advisors and parties will refrain from discussion of or questions about these assessments. If such information is introduced, the Chair will direct that it be disregarded.

Once the Investigator(s) presents the report and responds to questions, the parties and witnesses may provide relevant information in turn, beginning with the Complainant, and then in the order determined by the Chair. The parties/witnesses will submit to questioning by the Decision-Makers and then by the parties through their Advisors. Parties will have the opportunity to make an opening and closing statement. All questions are subject to a relevance determination by the Chair. The Advisor, who will remain seated during questioning, will pose the proposed question orally, electronically, or in writing (orally is the default, but other means of submission may be permitted by the Chair upon request if agreed to by the parties and the Chair), the proceeding will pause to allow the Chair to consider the question, and the Chair will determine whether the question will be permitted, disallowed, or rephrased. The Chair may invite explanation or persuasive statements regarding relevance with the Advisors if the Chair so chooses. The Chair may decide to call a recess to review relevancy and other arguments. During a recess, the Chair may choose to confer with the Title IX Coordinator. The Chair will then state their decision on the question for the record and advise the party/witness to whom the question was directed, accordingly. The Chair will explain any decision to exclude a question as not relevant, or to reframe it for relevance. The Chair will limit or disallow questions on the basis that they are irrelevant, unduly repetitious (and thus irrelevant), or abusive. The Chair has final say on all questions and determinations of relevance. The Chair may consult with the Title IX Coordinator, the EEO Officer, and/or legal counsel on any questions of admissibility. The Chair may ask advisors to frame why a question is or is not relevant from their perspective but will not entertain argument from the advisors on relevance once the Chair has ruled on a question. If the parties raise an issue of bias or conflict of interest of an Investigator or Decision-Maker at the hearing, the Chair may elect to address those issues, consult with legal counsel, and/or refer them to the Title IX Coordinator, and/or preserve them for appeal. If bias is not in issue at the hearing, the Chair should not permit irrelevant questions that probe for bias.

The Decision-Makers will deliberate in closed session to determine whether the Respondent is responsible or not responsible for the policy violation(s) in question. A simple majority vote is required to determine the finding. The preponderance of the evidence standard of proof is used. The hearing facilitator may be invited to attend the deliberation by the Chair, but is there only to facilitate procedurally, not to address the substance of the allegations. When there is a finding of responsibility on one or more of the allegations, the Decision-Makers may then consider the previously submitted party impact and/or mitigation statements in determining appropriate sanction(s). The Chair may permit the parties an opportunity to review any impact and/or mitigation statements submitted by the other party(ies). The Decision-Makers will review the statements and any conduct history provided by the Title IX Coordinator and/or the EEO Officer and will determine the appropriate sanction(s). The Chair will then prepare a written deliberation statement and deliver it to the Title IX Coordinator or EEO Officer. The statement must be submitted to the Title IX Coordinator or EEO Officer within two (2) business days of the end of deliberations, unless the Title IX Coordinator or EEO Officer grants an extension. If an extension is granted, the Title IX Coordinator or EEO Officer will notify the parties.

Using the deliberation statement, the Chair will work with the Chair to prepare a Notice of Outcome. The Title IX Coordinator or EEO Officer will then share the letter, including the final determination, rationale, and any applicable sanction(s) with the parties and their Advisors within three (3) business days of receiving the Decision-Makers' deliberation statement as permitted to share under state or federal law. The Notice of Outcome will then be shared with the parties simultaneously. Notification will be made in writing and may be delivered by one or more of the following methods: in person, mailed to the local or permanent address of the parties as indicated in official ATU records, or emailed to the parties' ATU-issued email or otherwise approved account. Once mailed, emailed, and/or received in-person, notice will be presumptively delivered. The Notice of Outcome will detail when the determination is considered final. Unless based on an acceptance of violation by the Respondent, the determination may be appealed by either party.

Any party may submit a written request for appeal ("Request for Appeal") to the Title IX Coordinator or the EEO Officer within seven (7) calendar days of the delivery of the written finding of the Decision-Maker(s). The Request for Appeal will be forwarded to the appropriate Appeal Decision-Maker(s) for consideration to determine if the request meets the grounds for appeal (a Review for Standing). This review is not a review of the merits of the appeal, but solely a determination as to whether the request meets the grounds and is timely filed. Appeals are limited to the following grounds:

1. A procedural irregularity that affected the outcome of the matter
2. New evidence that was not reasonably available at the time the determination regarding responsibility or dismissal was made, that could affect the outcome of the matter
3. The Title IX Coordinator or EEO Officer, Investigator(s), or Decision-Makers had a conflict of interest or bias for or against Complainants or Respondents generally or the specific Complainant or Respondent that affected the outcome of the matter

If any of the grounds in the Request for Appeal do not meet the grounds, that request will be denied by the Appeal Decision-Maker(s) and the parties and their Advisors will be notified in writing of the denial and the rationale. If any of the grounds in the Request for Appeal meet the grounds, then the Appeal Decision-Maker(s) will notify all parties and their Advisors, the Title IX Coordinator or EEO Officer, and, when appropriate, the Investigator(s) and/or the original Decision-Makers. All other parties and their Advisors, the Title IX Coordinator or the EEO Officer, and, when appropriate, the Investigator(s) and/or the original Decision-Makers will be mailed, emailed, and/or provided a hard copy of the Request for Appeal with the approved grounds and then be given three (3) business days to submit a response to the portion of the appeal that was approved and involves them. All responses, if any, will be forwarded by the Appeal Decision- Maker(s) to all parties for review and comment.

All decisions apply the preponderance of the evidence standard.

Rights of the Parties in an Institutional Proceeding

During the course of the process described in the previous section, both the complainant and the respondent are entitled to:

1. A prompt, fair, and impartial process from the initial investigation to the final result.
    - A prompt, fair, and impartial process is one that is:
        - Completed within reasonably prompt timeframes designated by the University's policy, including a process that allows for the extension of timeframes for good cause, with written notice to the complainant and the respondent of the delay and the reason for the delay.
        - Conducted in a manner that:
            - Is consistent with the University's policies and transparent to the complainant and the respondent.
            - Includes timely notice of meetings at which the complainant and the respondent, or both, may be present; and
            - Provides timely and equal access to the complainant and the respondent and appropriate officials to any information that will be used during the informal and formal disciplinary meetings and hearings.
        - Conducted by officials who do not have a conflict of interest or bias for or against the accuser or the accused.

2. Proceedings conducted by officials who, at a minimum, receive annual training on the issues related to dating violence, domestic violence, sexual assault, and stalking and on how to conduct an investigation and hearing process that protects the safety of victims and promotes accountability.
    - Such training addresses topics such as relevant evidence and how it should be used during a proceeding, proper techniques for questioning witnesses, basic procedural rules for conducting a proceeding, and avoiding actual and perceived conflicts of interest. Training for all personnel conducting investigations and administering student conduct policies is conducted annually.
3. The same opportunities to have others present during any institutional disciplinary proceeding, including the opportunity to be accompanied to any related meeting or proceeding by the advisor of their choice. The institution may not limit the choice of advisor but may establish limits regarding the extent to which that advisor may participate in the proceeding, as long as those limits apply equally to both parties.
4. Have the outcome determined using the preponderance of the evidence standard.
5. Simultaneous, written notification of the results of the proceeding, any procedures for either party to appeal the result, any change to the result, and when the result becomes final. For this purpose, "result" means "any initial, interim and final decision by an official or entity authorized to resolve disciplinary matters" and must include the rationale for reaching the result and any sanctions imposed.

Possible Sanctions that the University May Impose for Dating Violence, Domestic Violence, Sexual Assault, or Stalking Offenses

Following a final determination in the University's disciplinary proceeding that dating violence, domestic violence, sexual assault, or stalking has been committed, the institution may impose a sanction.

The following are the sanctions that may be imposed upon students or registered student organizations singly or in combination:

- **Warning:** A formal statement that the conduct was unacceptable and a warning that further violation of any ATU policy, procedure, or directive will result in more severe sanctions/responsive actions.
- **Probation:** A written reprimand for violation of institutional policy, providing for more severe disciplinary sanctions in the event that the student or registered student organization is found in violation of any institutional policy, procedure, or directive within a specified period of time. Terms of the probation will be articulated.
- **Loss of Privileges:** Suspension or denial of rights and privileges for a designated period of time, and may include denial of specified social privileges, exclusion from co-curricular activities, exclusion from designated areas of campus, no-contact directives, and/or other measures deemed appropriate.
- **Monetary Fines:** A penalty imposed involving the collection of fees from the student.
- **Restitution:** Compensation for loss, injury, damage to or misappropriation of ATU property. This may take the form of appropriate service and/or monetary or material replacement.
- **Educational Sanctions:** Educational sanctions may be assigned that promote learning and understanding. These sanctions may be developed as necessary by a conduct body including, but not limited to:
    - Sponsorship of an education program;
    - Attendance at educational programs;
    - Requirement of members to complete educational training programs;
    - Attendance in conflict management training;
    - Educational service hours;
    - Attendance in ethics workshop/training; and
    - Reflective exercises.
    - Research exercises.
- **Discretionary Sanctions:** Work assignments, service to ATU, or other related sanctions.
- **Holds:** Withholding of grades, the right to register for classes, official transcript, and/or degree.
- **Housing Suspension:** Separation of the student from ATU housing for a definite period of time, after which the student is eligible to return. Conditions for readmission may be specified.
- **Housing Expulsion:** Permanent separation of the student from ATU housing.
- **University Suspension:** Termination of student status for a definite period of time and revocation of rights to be on campus for any reason or to attend ATU-sponsored events. Conditions for readmission may be specified. Students who return from suspension are automatically placed on probation for a definite period of time.
- **University Expulsion:** Permanent termination of student status and revocation of rights to be on campus for any reason or to attend ATU-sponsored events.
- **Loss of Scholarship:** Scholarships awarded by ATU or ATU-related programs may be partially or fully revoked.
- **Withholding Diploma:** ATU may withhold a student's diploma for a specified period of time and/or deny a student participation in commencement activities if the student has an allegation pending or as a sanction if the student is found responsible for an alleged violation.
- **Revocation of Admission or Degree:** ATU reserves the right to revoke admission, or a degree previously awarded from ATU for fraud, misrepresentation, and/or other violation of ATU policies, procedures, or directives in obtaining admission or the degree, or for other serious violations committed by a student prior to graduation.
- **Organizational Sanctions:** Censure, Disciplinary Probation, Deferred Suspension, Disciplinary Suspension, Indefinite Dismissal, Restrictions, Educational Sanctions, Restitution, and Monetary Fines.
- **Other Actions:** in addition to or in place of the above sanctions, ATU may assign any other sanctions as deemed appropriate.

Responsive actions for an employee who has engaged in harassment, discrimination and/or retaliation include:

- Warning – Verbal or Written
- Performance Improvement Plan/Management Process
- Enhanced Supervision, Observation, or Review
- Required Training or Education
- Probation
- Denial of Pay Increase/Pay Grade
- Loss of Oversight or Supervisory Responsibility
- Demotion
- Transfer/Reassignment/Assignment to a New Supervisor
- Suspension/Administrative Leave with Pay
- Suspension/Administrative Leave without Pay

- Termination
- Other Actions: In addition to or in place of the above sanctions, ATU may assign any other sanctions deemed appropriate.

Regardless of whether a victim elects to pursue a criminal complaint or whether the offense is alleged to have occurred on or off campus, the University will assist victims of sexual assault, domestic violence, dating violence, and stalking and will provide each victim with a written explanation of their rights and options. Such written information will include:

1. The procedures victims should follow if a crime of dating violence, domestic violence, sexual assault, or stalking has occurred;
2. Information about how the institution will protect the confidentiality of victims and other necessary parties;
3. A statement that the institution will provide written notification to students and employees about victim services within the institution and in the community;
4. A statement regarding the institution's provisions about options for, available assistance in, and how to request accommodations and protective measures; and
5. An explanation of the procedures for institutional disciplinary action.

Arkansas Tech University will provide written notification to students and employees about accommodations available to them, including academic, living, transportation, protective measures, and working situations. The written notification will include information regarding the accommodation options, available assistance in requesting accommodations, and how to request accommodations and protective measures (i.e., the notification will include the name and contact information for the individual or office that should be contacted to request the accommodations). At the victim's request, and to the extent of the victim's cooperation and consent, University offices will work cooperatively to assist the victim in obtaining accommodations. If reasonably available, a victim may be offered changes to academic, living, working, or transportation situations regardless of whether the victim chooses to report the crime to DPS or local law enforcement. Examples of options for a potential change to the academic situation may be to transfer to a different section of a class, withdraw and take a class at another time if there is no option for moving to a different section, etc. Potential changes to living situations may include moving to a different room or residence hall. Possible changes to work situations may include changing working hours. Possible changes in transportation may include having the student or employee park in a different location, assisting the student or employee with a safety escort, etc.

To request changes to academic, protective measures, living, transportation, and/or working situations or protective measures, or wishes to receive assistance in requesting these accommodations, contact the Title IX Coordinator. The Title IX Coordinator will then assist in getting the victim in contact with the University offices capable of providing the necessary accommodations.

Confidentiality

Victims may request that directory information on file with the University be restricted by request via the Office for the Vice President for Student Affairs.

Regardless of whether a victim has opted-out of allowing the University to share "directory information," personally identifiable information about the victim and other necessary parties will be treated as confidential and only shared with persons who have a specific need-to-know, i.e., those who are investigating/adjudicating the report or those involved in providing support services to the victim, including accommodations and protective measures. By only sharing personally identifiable information with individuals on a need-to-know basis, the institution will maintain as confidential, any accommodations or protective measures provided to the victim to the extent that maintaining such confidentiality would not impair the ability of the institution to provide the accommodations or protective measures.

Publicly Available Recordkeeping

The University will complete any publicly available recordkeeping, including Clery Act reporting and disclosures, without the inclusion of personally identifiable information about victims of dating violence, domestic violence, sexual assault, and stalking who make reports of such to the University to the extent permitted by law. The University does not publish the name of crime victims or other identifiable information regarding victims in the Daily Crime Log or in the annual crime statistics that are disclosed in compliance with the *Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act*. Furthermore, if a Timely Warning Notice is issued on the basis of a report of domestic violence, dating violence, sexual assault, or stalking, the name of the victim and other personally identifiable information about the victim will be withheld.

Victims to Receive Written Notification of Rights

When a student or employee reports to the University that he or she has been a victim of dating violence, domestic violence, sexual assault, or stalking, whether the offense occurred on or off campus, the University will provide the student or employee a written explanation of his or her rights and options as described in the paragraphs above.

University-Initiated Protective Measures

In addition to supportive protective measures previously described, the Title IX Coordinator or their designee will determine whether interim interventions and supportive protective measure should be implemented, and, if so, take steps to implement those supportive protective measures as soon as possible. Examples of interim protective measures include but are not limited to: a University order of no contact, residence hall relocation, adjustment of course schedules, a leave of absence, or reassignment to a different supervisor or position. These remedies may be applied to one, both, or multiple parties involved. Violations of the Title IX Coordinator's directives and/or supportive protective measures may constitute related violations that may lead to additional disciplinary action. Supportive protective measures imposed may be temporary pending the results of an investigation or may become permanent as determined by Arkansas Tech University.

Sex Offender Registration Program

In accordance with the Campus Sex Crimes Prevention Act of 2000, which amends the Jacob Wetterling Crimes Against Children and Sexually Violent Offender Registration Act, Adam Walsh Child Protection and Safety Act of 2006, the Jeanne Clery Campus Safety Act and the Family Educational Rights and Privacy Act of 1974, the Department of Public Safety is providing a link to the Arkansas State Sex Offender Registry. All sex offenders are required to register in the State of Arkansas and to provide notice of each institution of higher education in Arkansas at which the person is employed, carries a vocation, or is a student. Information regarding sex offenders in Arkansas is available at the following link: https://www.ark.org/offender-search/index.php.

In addition to the above, a list of current sex offenders pertinent to Arkansas Tech University is developed and maintained by the Department of Public Safety. In accordance with Arkansas law, relevant and necessary information will be disclosed when the information is necessary for public protection. Inquiries regarding registered sex offenders may be directed to the Director of University Relations at (479) 498-6045. For information on how to register if you are a convicted sex offender, contact the Department of Public Safety at (479) 968-0222.

TIMELY WARNINGS

In the event a crime or an incident is reported within the ATU Clery Geography (On Campus, Public Property, and Non-campus property), that, in the judgement of the Chief of Public Safety or designee, constitutes a serious or continuing threat, a campus wide "timely warning" notice will be issued. Examples of such situations may include a sexual assault or a series of motor vehicle thefts in the area that merit a warning because they present a continuing threat to the campus community.

Any Clery Act crime, or other crime determined by the University to represent a serious or continuing threat to the campus community, will be evaluated for issuance of a Timely Warning. Some instances include:

- Murder/Non-Negligent Manslaughter
- A string of Burglaries or Motor Vehicle Thefts that occur in reasonably close proximity to one another;
- Aggravated Assault (cases involving assaults among known parties, such as two roommates fighting which results in an aggravated injury, will be evaluated on a case-by-case basis to determine if the individual is believed to be an ongoing threat to the larger ATU community)
- Robbery involving force or violence (cases including pick pocketing and purse snatching will typically not result in the issuance of a Timely Warning Notice, but will be assessed on a case-by-case basis)
- Sexual Assault (considered on a case-by-case basis depending on the facts of the case, when and where the incident occurred, when it was reported, and the amount information known by the Chief of Public Safety, or designee). In cases involving sexual assault, they are often reported long after the incident occurred, thus there is no ability to distribute a "timely" warning notice to the community. All cases of sexual assault, including stranger and non-stranger/acquaintance cases, will be assessed for potential issuance of a Timely Warning Notice.
- Major incidents of Arson

Timely Warnings Notices will be distributed as soon as pertinent information is available in a manner that withholds the names of victims as confidential, and that provides information to assist with potentially preventing similar occurrences.

Timely Warning Notices are typically written and distributed by the Chief of Public Safety, or designee.

Timely Warning Notices may be issued to the campus community via email blast to all ATU assigned email accounts. Timely warnings may also be issued using some or all of the following methods of communication: text messages or emails sent through the University's ATU ALERT system, OneTech messages, or building postings by Building Administrators.

The institution is not required to issue a Timely Warning with respect to crimes reported to a pastoral or professional counselor.

Updates to the community about any particular case resulting in a timely warning may be distributed by email, social media, and/or posted on the University website.

Information contained in each timely warning will include:

1. Information about the crime that prompted the alert (date/time/location and nature of the crime)
2. Information promoting safety (crime prevention and safety tips)
3. Information that will assist individuals in protecting themselves (what action to take or not take).

Anyone with information warranting a timely warning should immediately report the circumstances to: Department of Public Safety at (479) 968-0222 or in emergency call 911.

The University has communicated with local law enforcement asking them to notify the University it they receive reports or information warranting a timely warning.

NOTE: FERPA does not preclude an institution's compliance with the timely warning provision of the campus security regulations. FERPA recognizes that information can, in case of an emergency, be released without consent when needed to protect the health and safety of others. In addition, if institutions utilize information from the records of a campus law enforcement unit to issue a timely warning, FERPA is not implicated as those records are not protected by FERPA. [34 CFR.99.31(b) (6) and 99.36] Timely Warnings

EMERGENCY RESPONSE AND EVACUATION PROCEDURES

Emergency / Immediate Notification

Arkansas Tech University has developed a process to notify the campus community in cases of emergency. While it is impossible to predict every significant emergency or dangerous situation that may occur on campus, such situations include, but are not limited, to tornadoes, bomb threats, chemical spills, disease outbreaks, fires, active shooters, etc. The University has communicated with local police requesting their cooperation in informing the University about situations reported to them that may warrant an emergency response.

Students, employees, and visitors are encouraged to notify the Department of Public Safety by dialing 911 for any emergency or potentially dangerous situation.

In the event of an emergency, Arkansas Tech University will initiate and provide, without delay, immediate notifications to the appropriate segment(s) of the University community upon the confirmation of a significant emergency or dangerous situation involving an immediate threat to the health or safety of students, employee and visitors.

The Chief of the Department of Public Safety, or designee, in collaboration with other appropriate personnel, will determine who should be notified, and will, without delay, and taking into account the safety of the community, determine the content of the notification and initiate the notification system, unless issuing a notification will, in the professional judgment of responsible authorities, compromise efforts to assist a victim or to contain, respond to, or otherwise mitigate the emergency.

Depending on the segments of the campus the notification will target, the content of the notification may differ. When appropriate, the content of the notification will be determined in consultation with local authorities. Also, as appropriate, the notification will give guidance as to whether its recipients should shelter in place or evacuate their location.

The Chief of the Department of Public Safety or designee will direct the issuance of emergency notifications, which will be accomplished using one or more of methods discussed later in this section, depending on the nature of the threat and the segment of the campus community being threatened.

At the direction of the Chief of the Department of Public Safety, or their designee, the University's Office of Emergency Management will notify local law enforcement of the emergency if they are not already aware of it and local media outlets in order that the larger community outside the campus will be aware of the emergency.

In the event of a reported emergency, the Department of Public Safety will use the following process to confirm there is a significant emergency or dangerous situation:

1. The Department of Public Safety and other appropriate agencies respond to a reported emergency, evaluate the situation, and confirm there is an immediate threat or dangerous situation threatening campus.
2. The Department of Public Safety and other appropriate response agencies assess whether the threat is area-specific or campus-wide and determines which segments of the campus should be notified.
3. The Department of Public Safety notifies the Chief of the Department of Public Safety, or designee, and University Emergency Manager, or designee.

4. Chief of the Department of Public Safety, or designee, and University Emergency Manager, or designee draft or select pre-scripted message. See chart below.
5. ATU Alert is activated to notify the University community.
6. The Department of Public coordinates with key University personnel to provide updated information and posts updates or communicates "All Clear" as appropriate.

A public version of the University's Comprehensive Emergency Management Plan can be found on the Office of Emergency Management website at www.atu.edu/emergency/emergency-planning.php. The Arkansas Tech University Comprehensive Emergency Management Plan directs University personnel on how to respond and manage campus emergencies. Detailed information on how members of the ATU community can respond to an emergency can be found at www.atu.edu/emergency/index.php.

Methods for Issuing Emergency Notifications

Notification will be made by using some or all of the following methods depending on the type of emergency: ATU Alert System (which contains email, cell phone text, voice message alert, desktop alert); fire alarm (where available), public address systems (where available), social media, digital signage (where available), local media, webpage and/or in person communication. If any these systems fail or the University deems it appropriate, in person communication may be used to communicate an emergency.

The method(s) listed below may be utilized when the University issues an emergency notification to the campus community.

METHOD	DESCRIPTION
ATU Alert	University emergency notification system powered by the Regroup platform. The system provides emergency notifications to the campus in an efficient and time-ly manner during a campus security event. ATU Alert allows messages to be sent by email, text messaging, phone, Twitter, Facebook, desktop notifications, ALERTUS boxes, and ATU website. ATU Alert contains pre-scripted messages for emergency situations. The pre-scripted messages can also be edited for a cus-tomizable message. All students, staff, and faculty are automatically enrolled into the ATU Alert Sys-tem when their OneTech is established. This automatic enrollment is completed every day at 5:00 pm. A student, staff, or faculty member may edit this number in OneTech, and may also opt out through replying stop to an ATU Alert message or on their OneTech account.
Email	The University's email system may be used as a mode of communication. The email system allows a more thorough explanation of the situation to be delivered to email addresses at ATU. Instructions or protective steps may also be given through email. ATU sends an email to every domain name with @atu.edu. All students, faculty, and staff receive an email.
Website	The University has several opportunities to utilize the web to disseminate information in an emergency. The University website has an emergency information link www.atu.edu/emergency and is a release point for emergency instructions. The emergency information page www.atu.edu/emergency is where information on response to emergency situations may be found. All University officials, faculty, staff, students, and visitors are directed to this site in an emergency and are encouraged to review the material in preparation for potential events. When an emergency notification is sent the website will display the emergency message and direct all users to the appropriate set of instructions based on the type of emergency.
ALERTUS Notification	ALERTUS is a year-round, 24 hour-a-day service delivered to various academic and administrative locations on campus. Programming to some television monitors and computer desktops connected to ALERTUS can be interrupted to display an emergency message. When an emergency message is displayed on a computer the user must acknowledge receipt of the message. This notification is installed on the instructor computers located in all computer labs.
ALERTUS Alert Beacons	Beacons are placed in large gathering spaces such as the cafeteria and sports arenas. The alert beacons can be activated to notify the University community in an emergency. These beacons emit an audible siren, flash random patterns of light, and display the emergency message in the beacon window. The user must acknowledge the message to silence the audible siren and verify receipt of the message.
Local News Media	The local news media may be utilized to disseminate emergency information to members of the larger community. Information is sent to local news media via press releases. The community can also access emergency information via the ATU homepage www.atu.edu and/or social media.
OneTech Portal	All students, faculty, and staff have access to the OneTech portal. The OneTech portal is a web-based system that displays important messages prominently at the top of the home page. OneTech may be used as a mode of communication to reach the campus community. For emergency notifications, OneTech may be used in conjunction with other communication methods. For timely warnings OneTech may be the solo source of communication, or may be used in conjunction with other communication methods.

The persons responsible for creating, approving, and sending messages are listed below.

SYSTEM TO USE	PRIMARY MESSAGE CREATOR	BACKUP MESSAGE CREATOR	AUTHORITY FOR APPROVING & SENDING MESSAGES	PRIMARY MESSAGE SENDER/ DISTRIBUTOR	BACKUP MESSAGE SENDER/ DISTRIBUTOR
ATU Alert	ATU Chief of Public Safety	ATU Emergency Manager	No additional authority required for emergency situations	ATU Chief of Public Safety	ATU Emergency Manager
Email	Director of University Relations	ATU Chief of Public Safety/ Emergency Manager	Director of University Relations	Director of University Relations	ATU Emergency Manager
Website	ATU Chief of Public Safety	ATU Emergency Manager	No additional authority required for emergency situations	ATU Chief of Public Safety	ATU Emergency Manager
ALERTUS Notification	ATU Chief of Public Safety	ATU Emergency Manager	No additional authority required for emergency situations	ATU Chief of Public Safety	ATU Emergency Manager
ALERTUS Alert Beacons	ATU Chief of Public Safety	ATU Emergency Manager	No additional authority required for emergency situations	ATU Chief of Public Safety	ATU Emergency Manager
Local News Media	Director of University Relations	Chief of Public Safety	Director of University Relations	Director of University Relations	ATU Chief of Public Safety
OneTech Portal	Director of University Relations	Chief of Public Safety	Director of University Relations	Director of University Relations	Director of OIS

Emergency Notification Follow-up Information

Follow-up information and updates will be sent after the initial campus wide emergency notification. Follow-up information will be distributed using some or all of the identified communication systems (except fire alarm). Follow-up information can be sent by the following individuals or offices: University Marketing and Communication, University Emergency Manager, Chief of the Department of Public Safety, Vice President for Student Affairs, and AVP/Dean of Students, or their respective designees. These offices or individuals will determine the content and notification method for follow-up information to be disseminated and will be decided on a case-by-case basis.

If there is an immediate threat to the health or safety of students or employees occurring on campus, an institution must follow its emergency notification procedures. An institution that follows its emergency notification procedures is not required to issue a timely warning based on the same circumstances; however, the institution must provide adequate follow-up information to the community as needed.

Emergency Response and Evacuation Procedures

The University has a Comprehensive Emergency Management plan designed to ensure there is a timely and effective response in the event of a significant emergency or dangerous situation occurring on campus involving an immediate threat to the health or safety of members of the campus community. This plan outlines incident priorities, campus organization and specific responsibilities of particular units or positions.

University units are responsible for developing emergency response and continuity of operations plans for their areas and staff. Campus emergency management provides resources and guidance for the development of these plans. Emergencies occurring on campus should be reported to the Department of Public Safety at (479)968-0222.

Testing and Documentation

The ATU Alert system is tested annually. The campus community is notified of an impending test the week of, but the specific test time and date is withheld. Tests offer students, faculty, and staff the opportunity to verify enrollment in ATU Alert by receipt of a text, email, and phone call. University officials also verify the ALERTUS boxes, desktop notifications, and website are activated by the ATU Alert system.

In conjunction with other emergency agencies, the University conducts emergency response drills and exercises each year, such as tabletop exercises, field exercises, and tests of the emergency notification system on campus which is coordinated by the Office of Emergency Management. These exercises are based on a wide 911 emergency situations and critical incidents that may affect some or all of the University community. University officials use these exercises to determine the best course of actions and responses for the various incidents. These tests, which may be announced or unannounced, are designed to assess and evaluate the emergency plans and capabilities of the institution. The University is active in the Pope County Office of Emergency Management drills and exercises that are held every year and may affect the University community.

The Department of Residence Life conducts emergency fire drills/evacuations at least once per semester for each Residence Life facility. All persons in the building must participate in the fire drill and evacuate the building. Residents who do not comply with this regulation are subject to disciplinary action. Students should consider any fire alarm real and evacuate the building immediately.

The Office of Emergency Management maintains a record of these tests and training exercises, including a description of them, the dates and times they were held and an indication of whether they were announced or unannounced. In connection with at least one such test (exercise or drill), the University publicizes a summary via email each year, to its students and employees, information to remind them of the University's emergency response and evacuation procedures that meets all of the requirements of the Higher Education Opportunity Act.

EVENT	DATES TEST CONDUCTED
ATU Alert System	September 3, 2025
Residence Hall Fire/Evacuation Drills	July and October, 2025
Table Top Exercise	August 11, 2025

Emergency Evacuation Procedures

The emergency evacuation procedures are tested at least twice each year. Students and employees learn the locations of the emergency exits in the buildings and are provided guidance about the direction they should travel when exiting each facility for a short-term building evacuation. The Department of Public Safety does not tell building occupants in advance about the designated locations for long-term evacuations because those decisions are affected by time of day, location of the building being evacuated, the availability of the various designated emergency gathering locations on campus, and other factors such as the location and nature of the threat. In both cases, the Department of Public Safety staff on the scene will communicate information to students regarding the developing situation or any evacuation status changes.

The purpose of evacuation drills is to prepare building occupants for an organized evacuation in case of a fire or other emergency. At ATU evacuation drills are used as a way to educate and train occupants on fire safety issues specific to their building. During the drill, occupants 'practice' drill procedures and familiarize themselves with the location of exits and the sound of the fire alarm.

General Evacuation Procedures

At the sound of a fire alarm or if you are instructed to evacuate, leave your work area immediately and proceed to the nearest exit, and leave the building. If you are the first to recognize a fire situation, activate the alarm, evacuate to a safe location using the nearest exit, and notify the Department of Public Safety at (479) 968-0222 or dial 911.

1. Remain Calm
2. Do NOT use Elevators, Use the Stairs.
3. Assist the physically impaired. If he/she unable to exit without using an elevator, secure a safe location near a stairwell, and immediately inform the Department of Public Safety or the responding Fire Dept. of the individual's location.
4. Proceed to a clear area at least 150 feet from the building. Keep all walkways clear for emergency vehicles.
5. Make sure all personnel are out of the building.
6. Do not re-enter the building.

Shelter-in-Place Procedures – What it Means to "Shelter-in-Place"

If an incident occurs and the buildings or areas around you become unstable, or if the air outdoors becomes dangerous due to toxic or irritating substances, it is usually safer to stay indoors, because leaving the area may expose you to that danger. Thus, to "shelter-in-place" means to make a shelter of the building that you are in, and with a few adjustments this location can be made even safer and more comfortable until it is safe to go outside.

Basic "Shelter-in-Place" Guidance

If an incident occurs and the building you are in is not damaged, stay inside in an interior room until you are told it is safe to come out. If your building is damaged, take your personal belonging (purse, wallet, access card, etc.) and follow the evacuation procedures for your building (close your door, proceed to the nearest exit, and use the stairs instead of the elevators). Once you have evacuated, seek shelter at the nearest University building quickly. If police or fire department personnel are on the scene, follow their directions.

How You Will Know to "Shelter-in-Place"

A shelter-in-place notification may come from several sources, the Department of Public Safety Residence Life Staff members, other University employees, Russellville Police Department, or other authorities utilizing the University's emergency communications tools.

How to "Shelter–in-Place"

No matter where you are, the basic steps of shelter-in-place will generally remain the same. Should the need ever arise, follow these steps, unless instructed otherwise by local emergency personnel:

1. If you are inside, stay where you are. Collect any emergency shelter-in-place supplies and a telephone to be used in case of emergency. If you are outdoors, proceed into the closest building quickly or follow instructions from emergency personnel on the scene.
2. Locate a room to shelter inside. It should be:
    - An interior room;
    - Above ground level; and
    - Without windows or with the least number of windows. If there is a large group of people inside a particular building, several rooms maybe necessary.
3. Shut and lock all windows (tighter seal) and close exterior doors.
4. Turn off air conditioners, heaters, and fans.
5. Close vents to ventilation systems as you are able. (University staff will turn off the ventilation as quickly as possible.)
6. Make a list of the people with you and ask someone (hall staff, faculty, or other staff) to call the list in to the Department of Public Safety so they know where you are sheltering. If only students are present, one of the students should call in the list.
7. Turn on a radio or TV and listen for further instructions.
8. Make yourself comfortable.

Missing Student Policy

In accordance with § 485(j) of the Higher Education Act, 20 U.S.C. § 1092(j), the University has developed an investigation and notification policy regarding students who reside in on-campus housing and have been reported as missing. If members of the University community believe that a student has been missing for 24 hours, it is critical that they report that information immediately to the Department of Public Safety by calling (479) 968-0222 or 911 if an emergency exists.

Students are advised that, in the event a student under 18 years of age and not emancipated is missing, ATU will notify a custodial parent or guardian within 24 hours of the determination that the student is missing, students are also advised that, in addition to notifying any additional contact person designated by the student. Students are advised that, for all missing students, ATU will notify the local law enforcement agency within 24 hours of the determination that the student is missing, unless the local law enforcement agency was the entity that made the determination that the student is missing.

Any report to a University official indicating that a student who resides in on-campus housing is missing shall be referred immediately to the Department of Public Safety, AVP/Dean of Students, and Residence Life, if applicable, and an investigation shall be conducted. If the investigation determines that the student is missing, the following persons shall be notified within twenty- four (24) hours of the determination:

1. An individual(s) missing person contact designated by the student. When students are informed of their option to provide a confidential contact, they are advised that their contact information shall be considered confidential and is only to be accessed by authorized campus officials and law enforcement for official purposes and that it may not be disclosed outside of a missing person investigation. The individual designated for a missing person report may be, but does not have to be, the student's emergency contact person.
2. The student's custodial parent(s) or legal guardian(s), if a student is under 18 and not an emancipated minor, and any other designated contact person.
3. Local law enforcement authorities with jurisdiction in the area that the student went missing (if the report was not received by them initially), regardless of whether the student has identified a confidential missing person contact person, is above the age of 18, or is an emancipated minor. The Department of Public Safety will inform the Russellville Police Department (or the law enforcement with jurisdiction), if necessary, once a student is determined to be missing. University officials may elect to notify additional persons determined to be appropriate, consistent with the Family Educational Rights and Privacy Act, 20 U.S.C. § 1232g.

Students are encouraged to share pertinent information with family and friends when leaving campus or taking trips. Sharing this information will enable University staff, as well as family and friends, to contact you if the need arises. Students are encouraged and offered the annual opportunity to register and periodically update their confidential missing person information, including the individual(s) to notify if the student goes missing, with Residence Life and through their OneTech portal found at https://onetech.atu.edu. During the fall semester of each academic year, Residence Life will notify all students residing in on-campus housing of this policy.

Daily Crime Log

The Department of Public Safety maintains a Daily Crime Log which is available to the public for review, at 716 North El Paso Avenue, Russellville, AR 72801, from 8 a.m.– 5 p.m. Monday through Friday, excluding holidays.

CRIME STATISTICS

Clery Act Definitions of Reportable Crimes

Arkansas Tech University reports the crimes required by the Clery Act that occurred on or within an institution's Clery Geography that were reported to a Campus Security Authority.

Crime Definitions

The following definitions are to be used for reporting the crimes listed in the Clery Act, in accordance with the Federal Bureau of Investigation's Uniform Crime Reporting (UCR) Program. The definitions for murder, rape, robbery, aggravated assault, burglary, motor vehicle theft, weapons: carrying, possessing, etc., law violations, drug abuse violations, and liquor law violations are from the "Summary Reporting System (SRS) User Manual" from the FBI's UCR Program. The definitions of fondling, incest, and statutory rape are excerpted from the "National Incident-Based Reporting System (NIBRS) User Manual" from the FBI's UCR Program. The definitions of larceny-theft (except motor vehicle theft), simple assault, intimidation, and destruction/damage/vandalism of property are from the "Hate Crime Data Collection Guidelines and Training Manual" from the FBI's UCR Program.

Crime Definitions from the Summary Reporting System (SRS) User Manual from the FBI's UCR Program

Arson
Any willful or malicious burning or attempt to burn, with or without intent to defraud, a dwelling house, public building, motor vehicle or aircraft, personal property of another, etc.

Criminal Homicide—Manslaughter by Negligence
The killing of another person through gross negligence.

Criminal Homicide—Murder and Non-negligent Manslaughter
The willful (non-negligent) killing of one human being by another.

Rape
The penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim.

Robbery
The taking or attempting to take anything of value from the care, custody, or control of a person or persons by force or threat of force or violence and/or by putting the victim in fear.

Aggravated Assault
An unlawful attack by one person upon another for the purpose of inflicting severe or aggravated bodily injury. This type of assault usually is accompanied by the use of a weapon or by means likely to produce death or great bodily harm. (It is not necessary that injury result from an aggravated assault when a gun, knife, or other weapon is used which could and probably would result in serious personal injury if the crime were successfully completed.)

Burglary
The unlawful entry of a structure to commit a felony or a theft. For reporting purposes this definition includes unlawful entry with intent to commit a larceny or felony, breaking and entering with intent to commit a larceny, housebreaking, safecracking, and all attempts to commit any of the aforementioned.

Motor Vehicle Theft
The theft or attempted theft of a motor vehicle. (Classify as motor vehicle theft all cases where automobiles are taken by persons not having lawful access even though the vehicles are later abandoned—including joyriding.)

Weapons: Carrying, Possessing, Etc.
The violation of laws or ordinances prohibiting the manufacture, sale, purchase, transportation, possession, concealment, or use of firearms, cutting instruments, explosives, incendiary devices, or other deadly weapons.

Drug Abuse Violations
The violation of laws prohibiting the production, distribution, and/or use of certain controlled substances and the equipment or devices utilized in their preparation and/or use. The unlawful cultivation, manufacture, distribution, sale, purchase, use, possession, transportation, or importation of any controlled drug or narcotic substance. Arrests for violations of State and local laws, specifically those relating to the unlawful possession, sale, use, growing, manufacturing, and making of narcotic drugs.

Liquor Law Violations
The violation of state or local laws or ordinances prohibiting the manufacture, sale, purchase, transportation, possession, or use of alcoholic beverages, not including driving under the influence and drunkenness.

Crime Definitions from the National Incident-Based Reporting System (NIBRS) User Manual from the FBI's UCR Program

Sex Offenses
Any sexual act directed against another person, without the consent of the victim, including instances where the victim is incapable of giving consent.

1. Fondling—The touching of the private body parts of another person for the purpose of sexual gratification, without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental incapacity.
2. Incest—Sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.
3. Statutory Rape—Sexual intercourse with a person who is under the statutory age of consent.

Domestic Violence
Includes felony or misdemeanor crimes of violence committed by a current or former spouse or intimate partner of the victim, by a person with whom the victim shares a child in common, by a person who is cohabitating with or has cohabitated with the victim as a spouse or intimate partner, by a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred, or by any other person against an adult or youth victim who is protected from that person's acts under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred.

Dating Violence
Defined as violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim; and where the existence of such a relationship shall be determined based on a consideration of the following factors: 1) the length of the relationship; 2) the type of relationship; and, 3) the frequency of interaction between the persons involved in the relationship.

Stalking
Defined as engaging in a course of conduct directed at a specific person that would cause a reasonable person to fear for his or her safety or the safety of others; or suffer substantial emotional distress.

Hate Crime Definitions

Arkansas Tech University Department of Public Safety is also required to report statistics for hate (bias) related crimes by the type of bias as defined below for murder/non-negligent manslaughter, rape, fondling, incest, statutory rape, robbery, aggravated assault, burglar, motor vehicle theft, and arson, as well as the other crimes defined below (larceny-theft, simple assault, intimidation, and destruction/damage/vandalism of property).

Crime Definitions from the Hate Crime Data Collection Guidelines and Training Manual from the FBI's UCR Program

Larceny-Theft (Except Motor Vehicle Theft)
The unlawful taking, carrying, leading, or riding away of property from the possession or constructive possession of another. Attempted larcenies are included. Embezzlement, confidence games, forgery, worthless checks, etc., are excluded.

Simple Assault
An unlawful physical attack by one person upon another where neither the offender displays a weapon, nor the victim suffers obvious severe or aggravated bodily injury involving apparent broken bones, loss of teeth, possible internal injury, severe laceration, or loss of consciousness.

Intimidation
To unlawfully place another person in reasonable fear of bodily harm through the use of threatening words and/or other conduct, but without displaying a weapon or subjecting the victim to actual physical attack.

Destruction/Damage/Vandalism of Property
To willfully or maliciously destroy, damage, deface, or otherwise injure real or personal property without the consent of the owner or the person having custody or control of it.

Hate Crime
A criminal offense committed against a person or property which is motivated, in whole or in part, by the offender's bias against a race, gender identity, religion, disability, sexual orientation, ethnicity, or national origin.

- Race bias: A preformed negative attitude toward a group of persons who possess common physical characteristics (e.g., color of skin, eyes, and/or hair; facial features, etc.) genetically transmitted by descent and heredity which distinguish them as a distinct division of humankind (e.g., Asians, blacks, whites).
- Gender identity bias: A preformed negative opinion or attitude toward a group of persons based on their actual or perceived gender identity (e.g., bias against transgender or gender non-conforming individuals).
- Religion bias: A preformed negative opinion or attitude toward a group of persons who share the same religious beliefs regarding the origin and purpose of the universe and the existence or nonexistence of a supreme being (e.g., Catholic, Jewish, Protestant, atheist).
- Sexual orientation bias: A preformed negative opinion or attitude toward a group of persons based on their actual or perceived sexual orientation (e.g., gay, lesbian, heterosexual).
- Ethnicity bias: A preformed negative opinion or attitude toward a group of people whose members identity with each other, through a common heritage, often consisting of a common language, common culture (often including a shared religion) and/or ideology that stresses common ancestry.
- National origin bias: A preformed negative opinion or attitude toward a group of people based on their actual or perceived country of birth.
- Disability bias: A preformed negative opinion or attitude toward a group of persons based on their physical or mental impairments, whether such disability is temporary or permanent, congenital or acquired by heredity, accident, injury, advanced age or illness.

Campus Security Report

ARKANSAS TECH UNIVERSITY - RUSSELLVILLE CAMPUS - CAMPUS SECURITY REPORT

	2025				2024				2023			
	On-Campus	Non-Campus	Public Property	On-Campus Residence Hall	On-Campus	Non-Campus	Public Property	On-Campus Residence Hall	On-Campus	Non-Campus	Public Property	On-Campus Residence Hall
Murder/Non-Negligent Manslaughter	0	0	0	0	0	0	0	0	0	0	0	0
Manslaughter by Negligence	0	0	0	0	0	0	0	0	0	0	0	0
Rape	3	0	0	3	2	0	0	2	4	0	0	4
Fondling	1	0	0	0	2	0	0	1	1	0	0	1
Incest	0	0	0	0	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0	0	0	0	0	0	0
Burglary	1	0	0	1	6	0	0	5	2	0	0	2
Motor Vehicle Theft	1	0	0	0	0	0	0	0	3	0	0	0
Arson	0	0	0	0	0	0	0	0	0	0	0	0
Hazing	0	0	0	0	-	-	-	-	-	-	-	-
Illegal Weapons Violations – Arrests	1	0	0	0	0	0	0	0	0	0	0	0
Illegal Weapons Violations – Violations Referred for Disciplinary Action	1	0	0	0	1	0	0	0	0	0	0	0
Drug Law – Arrests	1	0	5	1	0	0	1	0	0	0	0	0
Drug Law – Violations Referred for Disciplinary Action	8	0	3	8	3	0	0	3	10	0	6	0
Liquor Law – Arrests	0	0	0	0	0	0	1	0	1	0	0	1
Liquor Law – Violations Referred for Disciplinary Action	17	0	0	15	11	0	0	10	19	0	0	19
Total	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
	1	**0**	**0**	**1**	**2**	**0**	**0**	**1**	**1**	**0**	**0**	**1**
	0	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
	0	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
	0	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
	0	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
	0	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
	0	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
	0	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
	1	**0**	**0**	**1**	**2**	**0**	**0**	**2**	**1**	**0**	**0**	**1**
	3	**0**	**0**	**3**	**2**	**0**	**0**	**2**	**4**	**0**	**0**	**4**
	0	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
	0	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
	1	**0**	**0**	**1**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
	6	**0**	**1**	**1**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
	11	**0**	**3**	**8**	**3**	**0**	**0**	**3**	**10**	**0**	**6**	**0**
	0	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
	17	**0**	**0**	**15**	**11**	**0**	**0**	**10**	**19**	**0**	**0**	**19**

Hate crimes:

2025: No hate crimes reported.

2024: No hate crimes reported.

2023: No hate crimes reported.

Unfounded Crimes:

2025: 2 unfounded crimes.

2024: 1 unfounded crime.

2023: 0 unfounded crimes.

***Data from law enforcement agencies:**

- The data above reflects statistics provided from law enforcement agencies related to crimes that occurred on the University's Clery Geography.

ARKANSAS TECH UNIVERSITY - MAIN CAMPUS - CAMPUS SECURITY REPORT

	Violence Against Women Act (VAWA) Statistics	Dating Violence	Domestic Violence	Stalking
2025	On-Campus	7	0	4
	Non-Campus	0	0	0
	Public Property	0	0	0
	On-Campus Residence Hall	6	0	3
	Total	**7**	**0**	**4**
2024	On-Campus	1	3	4
	Non-Campus	0	0	0
	Public Property	0	0	0
	On-Campus Residence Hall	1	3	4
	Total	**1**	**3**	**4**
2023	On-Campus	1	1	0
	Non-Campus	0	0	0
	Public Property	0	0	0
	On-Campus Residence Hall	1	1	0
	Total	**1**	**1**	**0**

FIRE SAFETY REPORT

The Higher Education Opportunity Act, enacted on August 14, 2008, requires institutions that maintain on-campus student housing facilities to publish an annual fire safety report that contains information about campus fire safety practices and standards of the institution. The report includes statistics on the number and cause of all fires occurring within all areas of student housing, including fraternity and sorority housing facilities, the number of injuries resulting in medical treatment as a result of the fire, the number of fire-related deaths, and the value of property damaged by the fire. This report refers to the Russellville campus, where Arkansas Tech University has residential facilities. This report is prepared in conjunction with the Russellville Fire Department.

All fires shall be reported to the Department of Public Safety (479) 968-0222. Call 911 if it is an emergency.

Reporting a Fire for Inclusion in the Fire Statistics

If there is an active fire, call 911. If a member of the University community finds evidence of a fire that has been extinguished, and the person is not sure whether the Department of Public Safety has already responded, the community member should immediately notify Public Safety at (479) 968-0222 to investigate and document the incident for disclosure in the University's annual fire statistics.

Fire Drills and Evacuations

Residence Hall Evacuation Procedures in Case of a Fire

1. If you hear the fire alarm immediately evacuate the building using the nearest available exit. Do not attempt to fight a fire unless you have been trained to do so.
2. Awaken any sleeping roommate or suitemates. Prepare to evacuate by putting on shoes and coat if necessary. Feel the doorknob and the door. If hot, do not open the door. If cool, open slowly. If heat or heavy smoke rushes in, close the door immediately and remain inside.
3. When leaving your room, be sure to take your key in case it is necessary to return to the room should conditions in the corridor deteriorate. Make sure to close the door tightly when evacuating.
4. Residence Life staff members who are present on their floors will facilitate the evacuation of the floor/section if possible. When the alarm sounds, shout and knock on doors as you make your way to the nearest exit and out of the building.
5. When exiting in smoky conditions keep your hand on the wall and crawl to the nearest exit. Always know more than one path out of your location and the number of doors between your room and the exit.
6. DO NOT USE ELEVATORS. Elevator shafts may fill with smoke or the power may fail, leaving you trapped. Elevators have features that recall and deactivate the elevator during an alarm. Standing and waiting for an elevator wastes valuable time.
7. Each resident should report to their assigned assembly area.
8. Residence Life staff should report to their assigned assembly area and make sure that students have cleared the building. Conduct a head count and do not allow re-entry into the building until directed to do so by emergency personnel.

Fire Drills
Each residence hall conducts at least one fire drill per semester to educate and prepare residents for evacuation procedures in case of fire. All residents must evacuate the residence hall when the fire alarm sounds. Failure to exit the building during a fire drill could result in disciplinary action.

In the event fire alarms sound, University policy is that all occupants must evacuate from the building, closing doors as they leave. The University expects that all campus community members will evacuate by the nearest exit, closing doors and activating the fire alarm system (if one is present) as they leave. Once safely outside a building, it is appropriate to contact 911 and the Department of Public Safety. Students and/or staff are informed where to relocate by staff if circumstances warrant at the time of the alarm.

No training is provided to students or employees in firefighting or suppression activity as this is inherently dangerous and each community member's only duty is to exit safely and quickly, shutting doors along the exit path as they go to contain the spread of flames and smoke, and to activate the alarm as they exit. At no time should the closing of doors or the activation of the alarm delay the exit from the building.

Policies on Portable Appliances, Smoking, and Open Flames

The following items are prohibited in residence halls: open flames, candles and incense, candle warmers, portable space heaters, smoking, open flame decorations, barbecue grills, hot plates, toaster ovens, open coil appliances, suntan lamps, halogen lamps, motion lamps, self-balancing scooters, and hover boards.

The University reserves the right to make periodic inspections of campus housing to ensure fire safety systems are operational and that the policy on prohibited items is being complied with. Prohibited items, if found, will be confiscated and donated or discarded without reimbursement.

Suggested Ways to Prevent Fire in the Residence Halls

- Make sure that all appliances are turned off as you finish using them. This includes curling irons, irons, and blow dryers.
- If you have a refrigerator or any other appliance using a large electrical cord, and if you find it necessary to use an extension cord, the extension cord must be of the same thickness as the appliance's cord. A smaller cord will not adequately or safely carry the necessary current.
- Avoid overloading an electrical outlet. You should not use cube plugs. Be sure that, if you do use extension cords, they are located safely away from high traffic areas. These cords should never be frayed or have any wires exposed.
- It is important that you demonstrate your concern by noting problematic situations to others. If for any reason others are careless, you need to point this out to them so that the safety of all residents is maintained.

Daily Fire Log

The Department of Public Safety maintains a daily fire log. The daily fire log is open to public inspection at 716 North El Paso Avenue, Russellville, AR 72801 from 8 a.m. to 5 p.m. Monday through Friday, excluding holidays and available by calling the Department of Public Safety at (479) 968-0222 or email at dps@atu.edu. The information in the fire log includes information about fires that occur in residential facilities, including the nature, date, time, and general location.

Fire Safety Education and Training

All faculty, staff, and students are expected to familiarize themselves with the evacuation plan for the buildings in which they occupy including the identified immediate evacuation area. In the residence halls, evacuation routes are posted in the hallways on every floor and students are instructed at the opening meeting and other floor meetings on evacuation procedures. Programs are also presented in residence halls on various safety issues including fire safety. Students are reminded about fire evacuation procedures during all hall meetings, floor meetings, or after problems occur during fire drills and accidental activations of the alarm. The Resident Assistant on duty completes rounds that include checking fire extinguishers (gauges, missing tags), and completes Work Order Requests for any issues. In addition, custodial staff also check and submit Work Order Requests for extinguishers that need replacement. The Occupational Safety Coordinator conducts periodic inspections of exit signs, detectors, doors, and pull stations within the residence halls. Work Order Requests are subsequently submitted to address items that require corrective action. Residence Directors and Residential Assistants receive fire safety/emergency training annually. Employees will also receive training when policy or procedures relating to fire safety change. This training will include protocol for reporting fires, procedures for evacuating a building, and how to respond to other emergencies. Students will receive this training during the beginning of the fall semester or orientation sessions.

Plans for Future Improvement

As resources become available, the institution will consider the installation of additional pull stations, heat detectors, and fire extinguisher devices at all residential facilities. Currently, the University has future plans for improving tornado/shelter in place information to be more visible in common spaces of each residence hall. Arkansas Tech University established the Master Plan which will involve the addition and remodel of university facilities. During the implementation of the Master Plan, improvements will be made to the fire safety capabilities, as identified during this process. The University inspects sprinkler systems, and every individual device, annually and repair as needed.

Fire Statistics

FIRE STATISTICS CY2025 *INFORMATION DATES 01/01/2025 THROUGH 12/31/2025*						
Residential Facilities (Name and Address)	Total Number of Fires in Each Building	Fire Number	Category and Cause of Fire	Number of Injuries that Required Treatment at Medical Facility	Number of Deaths Related to a Fire	Value of Property Damage Caused by Fire (in USD)
Baswell Hall – 1204 N. El Paso Ave.	0	N/A	N/A	N/A	N/A	N/A
Brown Hall – 501 West O St.	0	N/A	N/A	N/A	N/A	N/A
Caraway Hall – 1403 N. Arkansas Ave.	0	N/A	N/A	N/A	N/A	N/A
Hughes Hall – 514 West M St.	0	N/A	N/A	N/A	N/A	N/A
Jones Hall – 1804 N. Boulder Ave.	0	N/A	N/A	N/A	N/A	N/A
M Street – 508 West M St.	0	N/A	N/A	N/A	N/A	N/A
Nutt Hall – 1505 N. El Paso Ave.	0	N/A	N/A	N/A	N/A	N/A
Paine Hall –1704 N. Glenwood Ave.	0	N/A	N/A	N/A	N/A	N/A
Stadium Suites – 107 W. L St.	0	N/A	N/A	N/A	N/A	N/A
Tucker Hall – 411 West N St.	0	N/A	N/A	N/A	N/A	N/A
Turner Hall – 504 West O St.	0	N/A	N/A	N/A	N/A	N/A
University Commons, Building A – 1711 Coliseum Dr.	0	N/A	N/A	N/A	N/A	N/A
University Commons, Building B – 1711 Coliseum Dr.	0	N/A	N/A	N/A	N/A	N/A
University Commons, Building C – 1711 Coliseum Dr.	0	N/A	N/A	N/A	N/A	N/A
University Commons, Building D – 1711 Coliseum Dr.	0	N/A	N/A	N/A	N/A	N/A
University Commons, Building E – 1711 Coliseum Dr.	0	N/A	N/A	N/A	N/A	N/A
University Commons, Building F – 1711 Coliseum Dr.	0	N/A	N/A	N/A	N/A	N/A
University Commons, Building G – 1711 Coliseum Dr.	0	N/A	N/A	N/A	N/A	N/A
Wilson Hall – 502 West M St.	0	N/A	N/A	N/A	N/A	N/A

**Stadium Suites was not used as a residence hall after December 2024.*

FIRE STATISTICS CY2024 *INFORMATION DATES 01/01/2024 THROUGH 12/31/2024*						
Residential Facilities (Name and Address)	Total Number of Fires in Each Building	Fire Number	Category and Cause of Fire	Number of Injuries that Required Treatment at Medical Facility	Number of Deaths Related to a Fire	Value of Property Damage Caused by Fire (in USD)
Baswell Hall – 1204 N. El Paso Ave.	0	N/A	N/A	N/A	N/A	N/A
Brown Hall – 501 West O St.	0	N/A	N/A	N/A	N/A	N/A
Caraway Hall – 1403 N. Arkansas Ave.	0	N/A	N/A	N/A	N/A	N/A
Hughes Hall – 514 West M St.	0	N/A	N/A	N/A	N/A	N/A
Jones Hall – 1804 N. Boulder Ave.	0	N/A	N/A	N/A	N/A	N/A
M Street – 508 West M St.	0	N/A	N/A	N/A	N/A	N/A
Nutt Hall – 1505 N. El Paso Ave.	0	N/A	N/A	N/A	N/A	N/A
Paine Hall –1704 N. Glenwood Ave.	0	N/A	N/A	N/A	N/A	N/A
Stadium Suites – 107 W. L St.	0	N/A	N/A	N/A	N/A	N/A
Tucker Hall – 411 West N St.	0	N/A	N/A	N/A	N/A	N/A
Turner Hall – 504 West O St.	0	N/A	N/A	N/A	N/A	N/A
University Commons, Building A – 1711 Coliseum Dr.	0	N/A	N/A	N/A	N/A	N/A
University Commons, Building B – 1711 Coliseum Dr.	0	N/A	N/A	N/A	N/A	N/A
University Commons, Building C – 1711 Coliseum Dr.	0	N/A	N/A	N/A	N/A	N/A
University Commons, Building D – 1711 Coliseum Dr.	0	N/A	N/A	N/A	N/A	N/A
University Commons, Building E – 1711 Coliseum Dr.	0	N/A	N/A	N/A	N/A	N/A
University Commons, Building F – 1711 Coliseum Dr.	0	N/A	N/A	N/A	N/A	N/A
University Commons, Building G – 1711 Coliseum Dr.	0	N/A	N/A	N/A	N/A	N/A
Wilson Hall – 502 West M St.	0	N/A	N/A	N/A	N/A	N/A

**Hughes Hall was not used as a residence hall after May 2024.*

FIRE STATISTICS CY2023 *INFORMATION DATES 01/01/2023 THROUGH 12/31/2023*						
Residential Facilities (Name and Address)	Total Number of Fires in Each Building	Fire Number	Category and Cause of Fire	Number of Injuries that Required Treatment at Medical Facility	Number of Deaths Related to a Fire	Value of Property Damage Caused by Fire (in USD)
Baswell Hall – 1204 N. El Paso Ave.	0	N/A	N/A	N/A	N/A	N/A
Brown Hall – 501 West O St.	0	N/A	N/A	N/A	N/A	N/A
Caraway Hall – 1403 N. Arkansas Ave.	0	N/A	N/A	N/A	N/A	N/A
Hughes Hall – 514 West M St.	0	N/A	N/A	N/A	N/A	N/A
Jones Hall – 1804 N. Boulder Ave.	0	N/A	N/A	N/A	N/A	N/A
M Street – 508 West M St.	0	N/A	N/A	N/A	N/A	N/A
Nutt Hall – 1505 N. El Paso Ave.	0	N/A	N/A	N/A	N/A	N/A
Paine Hall –1704 N. Glenwood Ave.	0	N/A	N/A	N/A	N/A	N/A
Stadium Suites – 107 W. L St.	0	N/A	N/A	N/A	N/A	N/A
Tucker Hall – 411 West N St.	0	N/A	N/A	N/A	N/A	N/A
Turner Hall – 504 West O St.	0	N/A	N/A	N/A	N/A	N/A
University Commons, Building A – 1711 Coliseum Dr.	0	N/A	N/A	N/A	N/A	N/A
University Commons, Building B – 1711 Coliseum Dr.	0	N/A	N/A	N/A	N/A	N/A
University Commons, Building C – 1711 Coliseum Dr.	0	N/A	N/A	N/A	N/A	N/A
University Commons, Building D – 1711 Coliseum Dr.	0	N/A	N/A	N/A	N/A	N/A
University Commons, Building E – 1711 Coliseum Dr.	0	N/A	N/A	N/A	N/A	N/A
University Commons, Building F – 1711 Coliseum Dr.	0	N/A	N/A	N/A	N/A	N/A
University Commons, Building G – 1711 Coliseum Dr.	0	N/A	N/A	N/A	N/A	N/A
Wilson Hall – 502 West M St.	0	N/A	N/A	N/A	N/A	N/A

**Jones Hall was not used as a residence hall during 2023*

Housing Facilities and Fire Safety Systems

HOUSING FACILITIES AND FIRE SAFETY SYSTEMS							
Residential Facilities	Fire Alarm Monitoring Done on Site	Partial Sprinkler System[1]	Full Sprinkler System[2]	Smoke Detection	Fire Extinguisher Devices	Evacuation Plans/ Placards	Number of fire drills held during prior calendar year
Baswell Hall – 1204 North El Paso Avenue	Yes	No	Yes	Yes	Yes	Yes	2
Brown Hall – 501 West O Street	Yes	No	Yes	Yes	Yes	Yes	2
Caraway Hall – 1403 North Arkansas Avenue	Yes	No	Yes	Yes	Yes	Yes	2
Hughes Hall – 514 West M Street	Yes	No	Yes	Yes	Yes	Yes	2
Jones Hall – 1804 North Boulder Avenue	Yes	No	Yes	Yes	Yes	Yes	2
M Street – 508 West M Street	Yes	No	Yes	Yes	Yes	Yes	2
Nutt Hall – 1505 North El Paso Avenue	Yes	No	Yes	Yes	Yes	Yes	2
Paine Hall – 1704 North Glenwood Avenue	Yes	No	Yes	Yes	Yes	Yes	2
Stadium Suites – 107 West L Street	Yes	No	Yes	Yes	Yes	Yes	2
Tucker Hall – 411 West N Street	Yes	No	Yes	Yes	Yes	Yes	2

[1] *Partial Sprinkler System is defined as having sprinklers in the common areas only.*
[2] *Full Sprinkler System is defined as having sprinklers in both the common areas and individual rooms.*

Turner Hall – 504 West O Street	Fire Alarm Monitoring Done on Site	Partial Sprinkler System[1]	Full Sprinkler System[2]	Smoke Detection	Fire Extinguisher Devices	Evacuation Plans/ Placards	Number of fire drills held during prior calendar year
University Commons, Building A – 1711 Coliseum Drive	Yes	No	Yes	Yes	Yes	Yes	2
University Commons, Building B – 1711 Coliseum Drive	Yes	No	Yes	Yes	Yes	Yes	2
University Commons, Building C – 1711 Coliseum Drive	Yes	No	Yes	Yes	Yes	Yes	2
University Commons, Building D – 1711 Coliseum Drive	Yes	No	Yes	Yes	Yes	Yes	2
University Commons, Building E – 1711 Coliseum Drive	Yes	No	Yes	Yes	Yes	Yes	2
University Commons, Building F – 1711 Coliseum Drive	Yes	No	Yes	Yes	Yes	Yes	2
University Commons, Building G – 1711 Coliseum Drive	Yes	No	Yes	Yes	Yes	Yes	2
Wilson Hall – 502 West M Street	Yes	No	Yes	Yes	Yes	Yes	2

**All residence halls are located in Russellville, Arkansas with the zip code of 72801.*